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1985 BAI Bank Cash Compensation Survey

A report prepared for
Bank Administration Institute's
Human Resources Commission

by

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Bank Administration Institute

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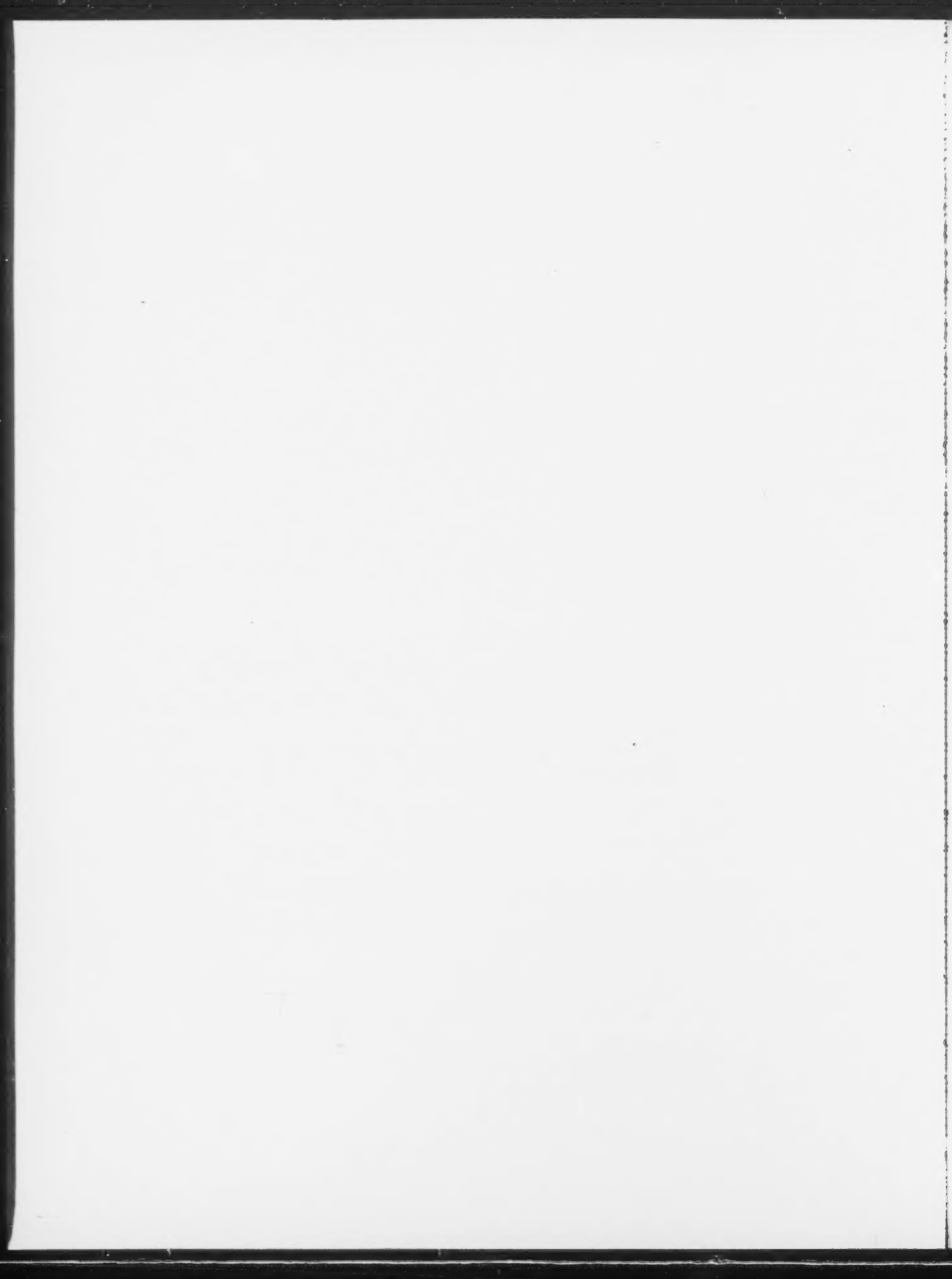
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Introduction

Introduction

This is the twelfth national bank salary survey conducted by Bank Administration Institute. The *1985 BAI Cash Compensation Survey* includes 23 non-officer positions and 66 officer positions.

The survey questionnaires were initially sent to all Institute member banks in March, 1985. A total of 1,538 banks provided usable survey data. These banks range in asset size from under \$20 million to over \$1 billion.

Results are reported at both national and regional levels by bank asset class. The asset classes used in this survey are under \$20 million, \$20-\$29, \$30-\$39, \$40-\$49, \$50-\$99, \$100-\$249, \$250-\$499, \$500-\$999, and \$1 billion and over. The survey is divided into 10 geographic regions:

Region	I - NEW ENGLAND:	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
Region	II - MID ATLANTIC:	New Jersey, New York, Pennsylvania
Region	III - SOUTH ATLANTIC:	Delaware, Maryland, Virginia, Washington, D.C., West Virginia
Region	IV - SOUTH-EAST:	Florida, Georgia, North Carolina, South Carolina
Region	V - EAST-NORTH CENTRAL:	Illinois, Indiana, Michigan, Ohio, Wisconsin
Region	VI - EAST-SOUTH CENTRAL:	Alabama, Kentucky, Mississippi, Tennessee
Region	VII - WEST-NORTH CENTRAL:	Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota
Region	VIII - WEST-SOUTH CENTRAL:	Arkansas, Louisiana, Oklahoma, Texas
Region	IX - MOUNTAIN:	Arizona, Colorado, Idaho, Montana, New Mexico, Nevada, Utah, Wyoming
Region	X - PACIFIC:	Alaska, California, Hawaii, Oregon, Washington

The 1985 BAI Bank Cash Compensation Survey surveyed the following 89 positions commonly found in banking:

101 File Clerk	313 Business Development Officer	411 Branch Manager (Large +31)
102 General Clerk	314 Systems Analyst	412 Branch Manager (Medium 10-30)
103 Clerk Typist	315 Senior Computer Programmer	413 Branch Manager (Small -10)
104 Data Entry Operator	316 Computer Programmer	414 Data Processing Director
105 Mail Clerk	317 Senior Computer Operator	415 Computer Center Manager
106 Accounting Clerk-Senior	318 Computer Operator	416 Systems & Programming Manager
107 Accounting Clerk	319 Staff Appraiser	417 Data Processing Operations Supervisor
108 Proof Machine Operator	320 Consumer Loan Collector	418 Purchasing Manager
109 Word Processing Operator	321 Personnel Assistant	419 Commercial Credit Department Manager
110 Bookkeeping Machine Operator	322 Employment Interviewer	420 Consumer Loan Department Manager
111 Maintenance Service Worker	323 Assistant Branch Manager (Large +31)	421 Mortgage Loan Department Manager
112 Custodian	324 Assistant Branch Manager (Medium 10-30)	422 Commercial Loan Department Manager
113 Messenger	325 Assistant Branch Manager (Small -10)	423 Senior Trust Officer
114 Security Guard	326 Accountant	424 Trust Operations Manager
201 Safe Deposit Clerk	327 Officer Trainee (Bachelor's Degree)	425 Telephone Supervisor
202 Receptionist	328 Officer Trainee (Master's Degree)	426 Compensation and Benefits Manager
203 New Accounts Representative	329 Advertising Officer	427 Payroll Supervisor
204 Telephone Operator	330 New Accounts Officer	428 Internal Audit Manager
205 Secretary	401 Chief Executive Officer	429 Security Manager
206 Executive Secretary	402 Chief Administrative Officer	430 Consumer Loan Collection Manager
207 Legal Secretary	403 Chief Financial Officer	431 Training Director
208 Universal Teller	404 Senior Operations Officer	432 Employment Director
209 Head Teller	405 Operations Officer	433 Senior Business Development Officer
301 Senior Commercial Loan Officer	406 Personnel Officer/Director	434 Senior International Banking Officer
302 Commercial Loan Officer	407 Marketing Officer	435 Senior Investment Officer
303 Senior Consumer Loan Officer	408 Controller	436 Senior Correspondent Banking Officer
304 Consumer Loan Officer	409 General Accounting Manager	
305 Senior Mortgage Loan Officer	410 Branch Administration Officer	
306 Mortgage Loan Officer		
307 Trust Account Administrator		
308 Corporate Trust Officer		
309 Personal Trust Officer		
310 Staff Attorney		
311 Internal Auditor		
312 Loan Review Officer		

A description of each position's responsibilities was provided in the *Benchmark Position Summary*, which accompanied the survey's input form. Participants were asked to identify positions in their banks that most closely resemble the benchmark positions. It was recommended that when a position incumbent performed more than one-half of the responsibilities described in the benchmark description, a position match existed. Salary and demographic data were collected based on this position match. All survey data were edited before analysis, and discrepancies were resolved with respondent banks. This year's survey data includes:

<i>Number of Banks</i>	The actual number of banks that submitted usable data for each summary position. Salary and demographic data are reported for each asset class with five or more respondents.
<i>Mean Base Salary</i>	The arithmetic average of the reported base salaries (the sum of the base salaries divided by the number of respondents). Base salary is reported as an annual figure. When an hourly base salary was reported, it was converted to an annual rate by multiplying the hourly rate by 2,080 hours (40 hour/week times 52 weeks). Monthly base salaries were converted by multiplying by 12.
<i>Mean Salary Range Minimum</i>	The arithmetic average of the reported minimum established salary range. Salary range minimum is reported as an annual figure. Hourly or monthly salary range minimums were annualized using the same procedures as described in mean base salary. Where range minimums are missing, insufficient information was available for analysis.
<i>Mean Salary Range Maximum</i>	The arithmetic average of the reported maximum established salary range. Salary range maximum is reported as an annual figure. Hourly or monthly range maximums were annualized using the same procedures as described in mean base salary. Where range maximums are missing, insufficient information was available for analysis.
<i>Median Base Salary</i>	The middle value, or more commonly known as midpoint, when annualized base salary is arranged in order of magnitude. It is the point below which 50 percent of the reported base salaries fall.
<i>Mean Number of Incumbents</i>	The arithmetic average of the reported total number of incumbents for each position.

These data were reported for all positions. The following additional demographic data were reported only for the officer level position.

<i>Mean Age</i>	The arithmetic average of the reported age in years for the position incumbents. The mean is reported as a whole number.
<i>Mean Length of Service</i>	The arithmetic average of the number of years the position incumbents have worked at the respondent banks. The mean is reported as a whole number.
<i>Mean Years Assigned to Current Position</i>	The arithmetic average of the number of years that the incumbents have worked in the position that most closely resembles the benchmark. The mean is reported as a whole number.
<i>Mean Total Number of Employees Supervised</i>	The arithmetic average of the total number (head count) of employees supervised both directly and through others. The mean is reported as a whole number.

Approximately 46% of this year's respondents provided incentive bonus award information. This information is reported only at the national level for all surveyed positions. Incentive award information reported in this year's survey includes:

<i>Mean Incentive Award</i>	The arithmetic average of the reported incentive award paid (the sum of the actual awards divided by the number of banks reporting incentive award payouts). Incentive awards for the purpose of this survey are limited to cash payouts. Deferred bonus awards were not reported by the respondents.
<i>Banks Reporting Incentive Awards</i>	The actual number of banks that provided usable incentive award information for each position.

Survey participants reported salary planning information as part of the 1985 salary survey. Nationally, the average salary increase for position titles grouped by levels was 7.2% for officers, 6.7% for exempt nonofficer, and 6.4% for nonexempts. In 1985, the average national increase for salary ranges was 6.4% for officers, 6.1% for exempt nonofficers, and 5.8% for nonexempts.

Nationally, the projected increase in average salary for 1986 was 6.8% for officers, 6.5% for exempt nonofficers, and 6.4% for nonexempts. The projected increase in 1986 salary ranges averaged 5.9% for officers, 5.8% for exempt nonofficers, and 5.6% for nonexempts.

The following report is divided into two sections. The first section summarizes national results and includes number of banks, mean base salary, mean salary range, mean range minimum and maximum, 1985 median base salary, percentage change over 1984 median base salary, mean incentive award, and number of banks reporting incentive awards. The reported mean/median base salary may be above or below the reported mean salary range minimum or maximum. Salary range exceptions noted in this report with an asterisk (*) are caused by a limited number of banks reporting salary ranges, the actual position of the base salary in the range, and respondent banks violating their range minimums or maximums. The percentage change of median base salary is reported for most positions surveyed in 1984 and 1985. When insufficient data prevented reporting a median base salary last year, the percentage change for this year is not reported. The percentage change for all bank asset categories provides a stable estimate of actual salary growth 1984 to 1985. Within the individual asset categories, the percentage change may vary widely for some positions due to the differences in the number of respondent banks and their unique salary characteristics. National salary data are reported for each position by asset class and by all banks. If fewer than five banks in an asset class responded to a position, this data was not reported.

The second section of this report summarizes the survey results for your bank's region. Data are reported for each position by asset class and by all banks in the region. The reported mean/median base salary may be above or below the reported mean salary range minimum or maximum. Salary range exceptions noted in this book with an asterisk (*) are caused by a limited number of banks reporting salary ranges, the actual position of the base salary in the range, and respondent banks violating their range minimums or maximums. If fewer than five banks in an asset class responded to a position, then these data were not reported. Because of the limited number of survey respondents at the regional level, these data should be used as a reference rather than a definitive guide when reviewing or updating your bank's salaries.

National Results

NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS	
101 FILE CLERK								
UNDER \$20 MILLION	28	\$8,820 *	\$8,870	\$11,350	\$8,860 *	.4-	\$345	13
\$20 TO \$29 MILLION	40	\$9,090	\$8,470	\$10,355	\$8,940	4.6	\$635	12
\$30 TO \$39 MILLION	45	\$9,368	\$8,330	\$10,722	\$9,240	4.5	\$571	14
\$40 TO \$49 MILLION	52	\$9,162	\$8,694	\$11,172	\$8,789	.6-	\$702	15
\$50 TO \$99 MILLION	230	\$9,405	\$8,466	\$11,864	\$9,414	2.9	\$598	52
\$100 TO \$249 MILLION	259	\$9,589	\$8,232	\$11,704	\$9,477	3.7	\$528	62
\$250 TO \$499 MILLION	93	\$9,581	\$8,414	\$11,902	\$9,357	4.0	\$328	10
\$500 TO \$999 MILLION	44	\$9,545	\$8,558	\$12,122	\$9,463	.8	\$439	7
\$1 BILLION AND OVER	55	\$10,318	\$9,096	\$13,018	\$10,207	8.8	\$1,585	1
ALL BANKS	846	\$9,498	\$8,451	\$11,837	\$9,395	3.3	\$551	186
102 GENERAL CLERK								
UNDER \$20 MILLION	37	\$11,297	\$9,510	\$13,754	\$10,550	3.7	\$832	10
\$20 TO \$29 MILLION	59	\$11,398	\$9,867	\$13,766	\$10,845	7.1	\$893	15
\$30 TO \$39 MILLION	55	\$11,146	\$9,677	\$13,064	\$11,164	6.3	\$724	17
\$40 TO \$49 MILLION	60	\$10,948	\$9,110	\$12,655	\$10,507	2.9-	\$768	14
\$50 TO \$99 MILLION	266	\$11,481	\$9,277	\$13,176	\$10,698	2.9	\$689	64
\$100 TO \$249 MILLION	295	\$10,991	\$9,002	\$13,323	\$10,786	3.3	\$756	65
\$250 TO \$499 MILLION	91	\$10,800	\$9,013	\$13,552	\$10,530	1.3	\$560	9
\$500 TO \$999 MILLION	52	\$10,954	\$9,001	\$13,952	\$10,765	5.5	\$552	7
\$1 BILLION AND OVER	54	\$11,701	\$10,098	\$14,917	\$11,636	6.4	\$848	2
ALL BANKS	969	\$11,188	\$9,230	\$13,473	\$10,767	3.1	\$732	203
103 CLERK TYPIST								
UNDER \$20 MILLION	13	\$10,261	\$9,954	\$13,162	\$9,880 *	5.5-	\$317	5
\$20 TO \$29 MILLION	16	\$10,315	\$9,464	\$12,896	\$10,650	1.6-	\$1,333	7
\$30 TO \$39 MILLION	20	\$11,076	\$8,824	\$12,673	\$10,625	12.5	\$590	5
\$40 TO \$49 MILLION	25	\$10,952	\$9,443	\$12,588	\$10,260	2.0-	\$1,047	5
\$50 TO \$99 MILLION	131	\$10,747	\$9,192	\$13,007	\$10,678	5.7	\$496	38
\$100 TO \$249 MILLION	143	\$10,868	\$9,281	\$13,420	\$10,800	4.7	\$915	29
\$250 TO \$499 MILLION	70	\$10,324	\$8,870	\$12,855	\$10,395	1.1	\$431	9
\$500 TO \$999 MILLION	44	\$10,599	\$9,259	\$13,484	\$10,156	.4-	\$349	5
\$1 BILLION AND OVER	50	\$11,635	\$10,122	\$14,911	\$11,701	11.0	\$1,755	1
ALL BANKS	512	\$10,795	\$9,303	\$13,375	\$10,655	3.4	\$691	104
104 DATA ENTRY OPERATOR								
UNDER \$20 MILLION	19	\$10,751	\$10,216	\$14,466	\$10,400	4.4-	\$700	10
\$20 TO \$29 MILLION	22	\$11,368	\$9,708	\$12,863	\$10,958	5.4	\$919	11
\$30 TO \$39 MILLION	25	\$10,652	\$9,073	\$12,307	\$10,440	8.8	\$776	7
\$40 TO \$49 MILLION	27	\$11,596	\$9,559	\$12,879	\$11,939	15.7	\$994	5
\$50 TO \$99 MILLION	151	\$11,350	\$9,588	\$13,574	\$10,850	7.9	\$666	38
\$100 TO \$249 MILLION	237	\$11,029	\$9,178	\$13,275	\$10,857	2.9	\$631	53
\$250 TO \$499 MILLION	84	\$11,416	\$9,428	\$13,756	\$11,453	4.9	\$510	11
\$500 TO \$999 MILLION	51	\$11,044	\$9,553	\$14,208	\$11,000	.7	\$536	8
\$1 BILLION AND OVER	63	\$12,005	\$10,304	\$15,132	\$11,870	5.0	\$1,046	2
ALL BANKS	679	\$11,250	\$9,491	\$13,696	\$11,102	4.8	\$677	145

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES. ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
105 MAIL CLERK								
UNDER \$20 MILLION	3	INSUFFICIENT DATA						
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA						
\$30 TO \$39 MILLION	8	\$8,531	\$7,842	\$9,435	\$8,130	2.3-	\$507	1
\$40 TO \$49 MILLION	8	\$9,740	\$8,903	\$10,860	\$9,660	18.3	\$394	3
\$50 TO \$99 MILLION	88	\$9,242	\$8,634	\$11,628	\$9,220	2.4	\$448	17
\$100 TO \$249 MILLION	201	\$10,035	\$8,411	\$11,793	\$9,748	5.5	\$514	40
\$250 TO \$499 MILLION	95	\$10,274	\$8,457	\$12,096	\$9,900	6.6	\$426	13
\$500 TO \$999 MILLION	52	\$9,800	\$8,392	\$12,048	\$9,715	.9-	\$361	8
\$1 BILLION AND OVER	58	\$10,896	\$9,397	\$13,816	\$10,800	7.8	\$1,148	2
ALL BANKS	516	\$10,005	\$8,604	\$12,137	\$9,762	4.4	\$482	86
106 ACCOUNTING CLERK - SR								
UNDER \$20 MILLION	52	\$12,893	\$12,056	\$16,355	\$13,275	10.6	\$782	12
\$20 TO \$29 MILLION	53	\$13,822	\$12,366	\$16,187	\$13,656	6.4	\$1,024	10
\$30 TO \$39 MILLION	48	\$14,961	\$12,509	\$16,279	\$14,510	6.3	\$1,206	16
\$40 TO \$49 MILLION	45	\$14,600	\$11,968	\$15,263	\$13,397	.8-	\$1,214	12
\$50 TO \$99 MILLION	224	\$14,621	\$11,622	\$16,513	\$14,376	6.5	\$1,040	65
\$100 TO \$249 MILLION	209	\$14,766	\$11,567	\$16,758	\$14,374	4.2	\$1,025	52
\$250 TO \$499 MILLION	81	\$14,822	\$12,085	\$18,013	\$14,430	2.6	\$1,001	13
\$500 TO \$999 MILLION	50	\$15,552	\$12,670	\$18,761	\$15,230	4.9	\$837	6
\$1 BILLION AND OVER	54	\$15,418	\$13,018	\$19,361	\$14,965	4.7	\$2,453	1
ALL BANKS	816	\$14,643	\$11,987	\$17,172	\$14,303	5.1	\$1,042	187
107 ACCOUNTING CLERK								
UNDER \$20 MILLION	40	\$11,084	\$9,649	\$13,988	\$10,652	2.0	\$6,698	8
\$20 TO \$29 MILLION	66	\$11,368	\$9,621	\$13,167	\$10,775	2.3	\$1,029	15
\$30 TO \$39 MILLION	70	\$11,443	\$9,564	\$13,320	\$11,040	2.3	\$543	14
\$40 TO \$49 MILLION	64	\$11,475	\$8,853	\$12,685	\$10,786	.1-	\$850	18
\$50 TO \$99 MILLION	281	\$11,868	\$10,367	\$14,063	\$11,606	6.3	\$543	66
\$100 TO \$249 MILLION	310	\$12,047	\$9,810	\$14,304	\$11,775	3.0	\$871	69
\$250 TO \$499 MILLION	108	\$12,238	\$10,261	\$14,953	\$12,102	7.1	\$515	14
\$500 TO \$999 MILLION	59	\$12,239	\$10,275	\$14,857	\$12,000	3.0	\$557	7
\$1 BILLION AND OVER	59	\$12,983	\$11,047	\$16,285	\$12,554	3.6	\$2,172	1
ALL BANKS	1057	\$11,927	\$10,076	\$14,371	\$11,712	4.9	\$949	212
108 PROOF MACHINE OPERATOR								
UNDER \$20 MILLION	81	\$10,049	\$9,306	\$12,262	\$10,200		\$2,434	23
\$20 TO \$29 MILLION	111	\$10,609	\$9,264	\$12,254	\$10,450	4.5	\$944	33
\$30 TO \$39 MILLION	107	\$10,688	\$9,255	\$12,446	\$10,656	4.5	\$637	34
\$40 TO \$49 MILLION	97	\$10,900	\$9,454	\$12,615	\$10,516	5.2	\$882	27
\$50 TO \$99 MILLION	359	\$10,666	\$9,069	\$12,681	\$10,365	3.4	\$608	91
\$100 TO \$249 MILLION	358	\$10,493	\$8,863	\$12,830	\$10,379	4.2	\$615	81
\$250 TO \$499 MILLION	113	\$10,470	\$9,061	\$13,064	\$10,224	4.1	\$431	13
\$500 TO \$999 MILLION	58	\$10,191	\$8,974	\$13,084	\$9,967	.1	\$475	8
\$1 BILLION AND OVER	56	\$11,282	\$9,706	\$14,061	\$11,075	3.4	\$936	4
ALL BANKS	1340	\$10,584	\$9,080	\$12,832	\$10,374	3.5	\$799	314

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
109 WORD PROCESSING OPERATOR							
UNDER \$20 MILLION	4	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA					
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA					
\$50 TO \$99 MILLION	49	\$12,647	\$10,836 \$15,504	\$11,910	5.3	\$1,012	10
\$100 TO \$249 MILLION	122	\$12,430	\$10,263 \$14,858	\$12,052	6.4	\$693	24
\$250 TO \$499 MILLION	55	\$12,041	\$10,200 \$14,998	\$11,544	.8-	\$779	4
\$500 TO \$999 MILLION	43	\$12,367	\$10,559 \$15,826	\$12,234	5.5	\$623	3
\$1 BILLION AND OVER	57	\$13,585	\$11,676 \$17,217	\$13,212	6.1	\$1,223	2
ALL BANKS	342	\$12,560	\$10,640 \$15,560	\$12,246	5.2	\$786	47
110 BOOKKEEPING MACHINE OPERATOR							
UNDER \$20 MILLION	16	\$10,682	\$9,340 \$12,140	\$10,650	18.3	\$634	8
\$20 TO \$29 MILLION	14	\$10,966	\$9,450 \$11,106	\$10,465	9.0	\$1,305	6
\$30 TO \$39 MILLION	13	\$10,649	\$9,761 \$12,052	\$10,400	4.2-	\$513	7
\$40 TO \$49 MILLION	11	\$10,945	\$9,802 \$12,541	\$11,185	9.7	\$800	2
\$50 TO \$99 MILLION	43	\$11,087	\$9,675 \$12,812	\$10,691	4.4	\$422	15
\$100 TO \$249 MILLION	40	\$10,935	\$9,005 \$12,659	\$10,332	3.5-	\$600	9
\$250 TO \$499 MILLION	8	\$12,072	\$9,498 \$14,501	\$12,124	19.0	\$397	1
\$500 TO \$999 MILLION	6	\$11,899	\$10,635 \$14,170	\$11,340	12.3		
\$1 BILLION AND OVER	8	\$12,387	\$10,798 \$15,677	\$12,189	5.8-		
ALL BANKS	159	\$11,097	\$9,548 \$13,015	\$10,799	2.8	\$630	48
111 MAINTENANCE SERVICE WORKER							
UNDER \$20 MILLION	4	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	10	\$11,296 *	\$8,960 \$10,540	\$10,200	18.0-	\$684	4
\$40 TO \$49 MILLION	15	\$12,248	\$11,647 \$13,517	\$11,550 *	3.8-	\$320	2
\$50 TO \$99 MILLION	99	\$12,354	\$9,665 \$13,526	\$11,996	4.3	\$518	27
\$100 TO \$249 MILLION	167	\$13,272	\$10,255 \$14,632	\$13,124	5.2	\$834	36
\$250 TO \$499 MILLION	72	\$13,567	\$10,383 \$15,240	\$12,531	3.6	\$657	7
\$500 TO \$999 MILLION	48	\$13,652	\$10,256 \$16,228	\$13,267	3.3	\$624	8
\$1 BILLION AND OVER	46	\$14,534	\$11,959 \$17,349	\$13,563	3.3	\$2,865	1
ALL BANKS	464	\$13,157	\$10,444 \$15,093	\$12,725	4.1	\$704	86
112 CUSTODIAN							
UNDER \$20 MILLION	30	\$9,506	\$8,439 \$9,837	\$9,382	6.4	\$119	4
\$20 TO \$29 MILLION	44	\$8,999 *	\$8,915 \$8,815	\$9,198 *	4.4-	\$560	7
\$30 TO \$39 MILLION	33	\$10,833	\$8,203 \$11,521	\$10,300	4.3	\$491	9
\$40 TO \$49 MILLION	39	\$9,773	\$8,570 \$11,222	\$9,576	1.9	\$344	9
\$50 TO \$99 MILLION	155	\$10,819	\$8,437 \$11,871	\$10,374	3.7	\$683	37
\$100 TO \$249 MILLION	134	\$10,683	\$7,993 \$11,383	\$10,020	.2	\$531	30
\$250 TO \$499 MILLION	53	\$10,351	\$8,469 \$11,800	\$10,104	1.0	\$648	10
\$500 TO \$999 MILLION	35	\$10,584	\$8,882 \$12,798	\$9,936	1.7	\$722	3
\$1 BILLION AND OVER	30	\$11,157	\$8,836 \$12,903	\$10,334	3.7	\$2,332	1
ALL BANKS	553	\$10,462	\$8,413 \$11,793	\$10,040	1.6	\$583	110

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES. ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
113 MESSENGER							
UNDER \$20 MILLION	5	\$11,030	\$10,016	\$12,462	\$11,180	19.4	
\$20 TO \$29 MILLION	9	\$9,978	\$8,502	\$11,784	\$10,080	17.2	2
\$30 TO \$39 MILLION	10	\$9,637	\$8,578	\$11,300	\$9,165	1.0-	
\$40 TO \$49 MILLION	17	\$9,453	\$8,674	\$9,857	\$9,755	1.5-	3
\$50 TO \$99 MILLION	139	\$10,052	\$8,506	\$12,013	\$9,660	3.9	2
\$100 TO \$249 MILLION	218	\$10,145	\$8,350	\$11,765	\$9,995	7.4	27
\$250 TO \$499 MILLION	89	\$10,619	\$8,631	\$12,254	\$10,521	8.0	49
\$500 TO \$999 MILLION	45	\$10,003	\$8,539	\$12,473	\$10,095		13
\$1 BILLION AND OVER	51	\$11,763	\$9,586	\$13,966	\$11,346	6.7	7
ALL BANKS	583	\$10,304	\$8,608	\$12,179	\$10,074	4.9	104
114 SECURITY GUARD							
UNDER \$20 MILLION	1	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	7	\$14,953 *	\$16,860	\$19,075	\$14,872 *	9.6	
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA					1
\$40 TO \$49 MILLION	8	\$12,857 *	\$13,267	\$14,880	\$11,660 *	31.1-	
\$50 TO \$99 MILLION	39	\$13,275	\$10,948	\$15,552	\$13,425	5.0	6
\$100 TO \$249 MILLION	61	\$12,886	\$10,455	\$14,440	\$12,318	2.7	12
\$250 TO \$499 MILLION	41	\$13,471	\$10,175	\$14,909	\$12,964	7.4	5
\$500 TO \$999 MILLION	30	\$12,441	\$9,960	\$14,803	\$12,110	5.0	3
\$1 BILLION AND OVER	44	\$13,457	\$10,817	\$16,142	\$12,276	.9	1
ALL BANKS	232	\$13,200	\$10,657	\$15,214	\$12,483	2.3	29
201 SAFE DEPOSIT CLERK							
UNDER \$20 MILLION	4	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	19	\$11,235	\$10,050	\$12,875	\$10,800	2.9	4
\$30 TO \$39 MILLION	28	\$10,694	\$9,291	\$12,640	\$10,815	.7-	8
\$40 TO \$49 MILLION	34	\$11,109	\$9,610	\$12,354	\$11,113	11.1	7
\$50 TO \$99 MILLION	210	\$11,175	\$9,386	\$13,230	\$11,000	4.7	53
\$100 TO \$249 MILLION	281	\$11,611	\$9,358	\$13,351	\$11,303	2.8	58
\$250 TO \$499 MILLION	96	\$11,902	\$9,385	\$13,447	\$11,642	3.6	13
\$500 TO \$999 MILLION	51	\$11,714	\$9,211	\$13,353	\$11,800	5.6	6
\$1 BILLION AND OVER	50	\$12,942	\$10,156	\$14,871	\$12,495	8.2	
ALL BANKS	773	\$11,552	\$9,434	\$13,444	\$11,374	4.1	150
202 RECEPTIONIST							
UNDER \$20 MILLION	25	\$10,973	\$10,729	\$13,509	\$10,903	8.1	7
\$20 TO \$29 MILLION	31	\$10,477 *	\$10,961	\$13,334	\$10,325 *	1.5-	11
\$30 TO \$39 MILLION	40	\$10,491	\$9,238	\$12,573	\$10,721	9.0	15
\$40 TO \$49 MILLION	44	\$10,730	\$10,241	\$12,668	\$10,500	5.3	14
\$50 TO \$99 MILLION	167	\$10,595	\$9,269	\$13,081	\$10,500	3.0	41
\$100 TO \$249 MILLION	165	\$11,167	\$9,294	\$13,339	\$10,799	5.9	23
\$250 TO \$499 MILLION	62	\$11,323	\$9,651	\$13,674	\$11,050	2.3	11
\$500 TO \$999 MILLION	41	\$10,741	\$9,350	\$13,497	\$10,700	.1	6
\$1 BILLION AND OVER	42	\$12,005	\$10,228	\$15,051	\$12,017	4.1	2
ALL BANKS	617	\$10,938	\$9,552	\$13,453	\$10,798	4.8	130

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
			MINIMUM	MAXIMUM				
203 NEW ACCOUNTS REPRESENTATIVE								
UNDER \$20 MILLION	70	\$12,627	\$10,705	\$15,145	\$12,047	9.5	\$474	16
\$20 TO \$29 MILLION	88	\$11,865	\$10,667	\$14,994	\$11,622	1.8-	\$1,061	18
\$30 TO \$39 MILLION	86	\$12,143	\$10,770	\$14,328	\$11,850	7.3	\$621	26
\$40 TO \$49 MILLION	82	\$11,947	\$10,447	\$13,805	\$11,846	2.3	\$1,070	21
\$50 TO \$99 MILLION	340	\$12,404	\$10,285	\$14,706	\$11,932	5.2	\$685	89
\$100 TO \$249 MILLION	346	\$12,445	\$10,296	\$15,179	\$12,114	3.5	\$859	79
\$250 TO \$499 MILLION	117	\$13,174	\$10,750	\$16,021	\$12,749	3.7	\$647	18
\$500 TO \$999 MILLION	59	\$12,983	\$11,068	\$16,531	\$12,844	2.8	\$612	9
\$1 BILLION AND OVER	62	\$14,052	\$12,102	\$18,023	\$13,604	3.9	\$852	4
ALL BANKS	1250	\$12,522	\$10,583	\$15,343	\$12,180	3.7	\$767	280
204 TELEPHONE OPERATOR								
UNDER \$20 MILLION	10	\$11,070			\$11,400	28.4	\$313	3
\$20 TO \$29 MILLION	31	\$9,534	\$9,083	\$12,597	\$9,200	2.2	\$921	7
\$30 TO \$39 MILLION	35	\$9,888	\$9,410	\$12,210	\$9,600		\$427	9
\$40 TO \$49 MILLION	44	\$10,543	\$9,153	\$11,649	\$10,500	6.7	\$551	7
\$50 TO \$99 MILLION	242	\$10,293	\$8,859	\$12,260	\$10,050	3.1	\$588	49
\$100 TO \$249 MILLION	315	\$10,708	\$8,865	\$12,492	\$10,485	4.0	\$648	67
\$250 TO \$499 MILLION	112	\$11,395	\$9,059	\$13,050	\$11,201	6.2	\$502	12
\$500 TO \$999 MILLION	54	\$11,499	\$9,230	\$13,609	\$11,625	1.4	\$612	7
\$1 BILLION AND OVER	58	\$12,278	\$10,137	\$14,830	\$11,842	4.2	\$1,219	2
ALL BANKS	901	\$10,755	\$9,071	\$12,816	\$10,517	3.7	\$614	163
205 SECRETARY								
UNDER \$20 MILLION	58	\$12,259	\$11,184	\$15,624	\$11,983	5.4	\$723	11
\$20 TO \$29 MILLION	73	\$12,594	\$11,169	\$15,308	\$12,084	6.0	\$768	14
\$30 TO \$39 MILLION	72	\$12,443	\$10,631	\$14,534	\$11,970	2.3	\$723	21
\$40 TO \$49 MILLION	79	\$12,461	\$11,216	\$14,109	\$11,980	5.1	\$1,093	21
\$50 TO \$99 MILLION	313	\$12,608	\$10,369	\$14,974	\$12,353	7.0	\$566	82
\$100 TO \$249 MILLION	326	\$12,484	\$10,227	\$15,183	\$12,493	4.3	\$864	71
\$250 TO \$499 MILLION	116	\$12,965	\$10,574	\$15,819	\$12,737	7.1	\$601	17
\$500 TO \$999 MILLION	61	\$12,582	\$10,352	\$15,723	\$12,300		\$576	8
\$1 BILLION AND OVER	68	\$14,312	\$11,960	\$18,004	\$14,067	7.3	\$1,085	2
ALL BANKS	1166	\$12,669	\$10,579	\$15,436	\$12,451	4.8	\$735	247
206 EXECUTIVE SECRETARY								
UNDER \$20 MILLION	69	\$14,425	\$13,176	\$18,498	\$14,220	.9	\$1,020	18
\$20 TO \$29 MILLION	85	\$15,732	\$13,334	\$18,707	\$15,210	8.5	\$1,129	19
\$30 TO \$39 MILLION	72	\$15,163	\$13,057	\$17,659	\$14,376	.2-	\$1,079	27
\$40 TO \$49 MILLION	74	\$15,979	\$13,276	\$19,005	\$15,650	9.1	\$1,486	20
\$50 TO \$99 MILLION	313	\$16,011	\$12,753	\$18,558	\$15,336	5.8	\$1,048	82
\$100 TO \$249 MILLION	339	\$16,856	\$12,666	\$18,927	\$16,250	6.4	\$1,178	79
\$250 TO \$499 MILLION	110	\$17,714	\$13,205	\$19,940	\$16,924	6.7	\$867	15
\$500 TO \$999 MILLION	63	\$17,403	\$13,420	\$20,350	\$16,796	1.2-	\$997	10
\$1 BILLION AND OVER	66	\$19,860	\$15,413	\$23,502	\$19,401	4.3	\$1,934	2
ALL BANKS	1191	\$16,532	\$13,124	\$19,387	\$15,990	6.2	\$1,120	272

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NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
207 LEGAL SECRETARY							
UNDER \$20 MILLION	16	\$12,449	\$12,370	\$17,088	\$12,450	4.2-	
\$20 TO \$29 MILLION	7	\$13,878			\$13,500	17.1	3
\$30 TO \$39 MILLION	11	\$14,527	\$11,778	\$18,158	\$13,150	.4-	1
\$40 TO \$49 MILLION	7	\$14,859	\$11,549	\$17,229	\$12,900	9.2-	3
\$50 TO \$99 MILLION	34	\$14,892	\$11,700	\$17,022	\$14,874	10.8	2
\$100 TO \$249 MILLION	45	\$14,003	\$11,079	\$16,393	\$13,716	1.6	11
\$250 TO \$499 MILLION	13	\$14,382	\$11,346	\$16,082	\$14,400	10.6	9
\$500 TO \$999 MILLION	13	\$15,530	\$12,371	\$18,371	\$15,600	2.5-	2
\$1 BILLION AND OVER	24	\$17,493	\$13,942	\$21,050	\$16,539	3.9	2
ALL BANKS	170	\$14,746	\$12,080	\$17,860	\$14,725	5.2	1
							34
208 UNIVERSAL TELLER							
UNDER \$20 MILLION	127	\$10,964	\$9,426	\$13,251	\$10,200	2.0	
\$20 TO \$29 MILLION	131	\$12,124	\$9,247	\$13,148	\$10,277	3.0	34
\$30 TO \$39 MILLION	113	\$10,312	\$9,009	\$12,691	\$10,141	2.6	34
\$40 TO \$49 MILLION	108	\$10,377	\$8,805	\$12,826	\$10,097	1.4	37
\$50 TO \$99 MILLION	382	\$11,207	\$8,988	\$13,491	\$10,285	3.9	32
\$100 TO \$249 MILLION	352	\$10,643	\$9,044	\$13,590	\$10,432	3.8	99
\$250 TO \$499 MILLION	118	\$10,927	\$9,338	\$14,136	\$10,765	4.5	82
\$500 TO \$999 MILLION	59	\$10,709	\$9,510	\$14,353	\$10,738	1.3	16
\$1 BILLION AND OVER	63	\$11,863	\$10,534	\$15,768	\$11,498	2.8	9
ALL BANKS	1453	\$10,987	\$9,200	\$13,658	\$10,425	3.9	2
							\$701
							345
209 HEAD TELLER							
UNDER \$20 MILLION	92	\$12,812	\$11,663	\$15,924	\$12,696	5.8	
\$20 TO \$29 MILLION	118	\$13,574	\$11,861	\$15,771	\$13,182	1.4	27
\$30 TO \$39 MILLION	100	\$13,710	\$11,899	\$15,954	\$13,187	2.5	30
\$40 TO \$49 MILLION	91	\$13,884	\$12,293	\$16,357	\$13,440	3.4	28
\$50 TO \$99 MILLION	352	\$14,209	\$11,615	\$16,299	\$13,843	6.5	26
\$100 TO \$249 MILLION	330	\$14,076	\$11,442	\$16,755	\$13,526	4.0	94
\$250 TO \$499 MILLION	110	\$14,517	\$11,486	\$17,290	\$13,898	8.3	79
\$500 TO \$999 MILLION	59	\$13,802	\$11,755	\$17,486	\$13,848	3.3	16
\$1 BILLION AND OVER	54	\$15,648	\$13,085	\$19,724	\$15,220	7.8	8
ALL BANKS	1306	\$14,026	\$11,709	\$16,798	\$13,539	4.4	1
							\$1,007
							309
301 SR COMMERCIAL LOAN OFFICER							
UNDER \$20 MILLION	45	\$36,316	\$32,093	\$45,358	\$34,921	9.1	
\$20 TO \$29 MILLION	56	\$37,374	\$29,456	\$40,994	\$35,875	7.4	17
\$30 TO \$39 MILLION	51	\$36,700	\$30,176	\$45,721	\$36,023	12.6	21
\$40 TO \$49 MILLION	67	\$37,722	\$30,407	\$44,115	\$36,800	5.1	17
\$50 TO \$99 MILLION	248	\$40,642	\$30,358	\$46,946	\$39,200	5.4	27
\$100 TO \$249 MILLION	284	\$43,107	\$30,625	\$47,962	\$41,332	4.6	96
\$250 TO \$499 MILLION	100	\$47,083	\$33,384	\$52,128	\$44,625	3.3	99
\$500 TO \$999 MILLION	55	\$46,521	\$33,054	\$55,407	\$43,913	2.1	28
\$1 BILLION AND OVER	57	\$42,980	\$34,132	\$54,451	\$43,060	3.8	14
ALL BANKS	963	\$41,711	\$31,693	\$49,593	\$39,991	5.2	11
							\$4,926
							330

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NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
302 COMMERCIAL LOAN OFFICER							
UNDER \$20 MILLION	35	\$27,744	\$23,181 \$36,560	\$29,000	27.4	\$2,810	8
\$20 TO \$29 MILLION	40	\$28,948	\$24,918 \$33,236	\$27,402	9.6	\$2,790	13
\$30 TO \$39 MILLION	54	\$27,339	\$23,465 \$33,565	\$29,000	23.4	\$2,771	19
\$40 TO \$49 MILLION	53	\$26,723	\$22,104 \$30,589	\$27,001	2.3	\$2,257	24
\$50 TO \$99 MILLION	247	\$29,507	\$23,485 \$35,485	\$29,225	8.2	\$2,920	86
\$100 TO \$249 MILLION	281	\$29,838	\$21,689 \$34,970	\$29,100	7.4	\$2,288	80
\$250 TO \$499 MILLION	107	\$31,190	\$23,024 \$36,697	\$30,000	4.3	\$2,656	26
\$500 TO \$999 MILLION	55	\$29,770	\$22,514 \$37,632	\$29,000	3.3-	\$1,986	13
\$1 BILLION AND OVER	56	\$28,611	\$23,522 \$37,244	\$28,322	1.3	\$2,435	3
ALL BANKS	928	\$29,386	\$22,745 \$35,723	\$28,990	7.4	\$2,580	272
303 SR CONSUMER LOAN OFFICER							
UNDER \$20 MILLION	17	\$23,664	\$23,296 \$30,443	\$23,000 *	8.0-	\$2,150	9
\$20 TO \$29 MILLION	33	\$27,118	\$22,494 \$31,106	\$28,500	5.6	\$3,140	8
\$30 TO \$39 MILLION	29	\$27,598	\$23,388 \$31,663	\$28,900	8.8	\$3,801	9
\$40 TO \$49 MILLION	38	\$30,940	\$22,048 \$32,120	\$28,750	12.3	\$2,637	12
\$50 TO \$99 MILLION	155	\$30,069	\$22,817 \$33,983	\$29,000	2.7	\$3,100	55
\$100 TO \$249 MILLION	197	\$32,982	\$23,332 \$36,958	\$31,952	5.1	\$2,921	66
\$250 TO \$499 MILLION	72	\$36,001	\$26,646 \$41,503	\$33,450	1-	\$7,945	14
\$500 TO \$999 MILLION	32	\$34,159	\$26,049 \$44,053	\$32,450	4.7	\$4,258	10
\$1 BILLION AND OVER	42	\$33,842	\$27,706 \$43,439	\$33,304	6.1	\$2,617	3
ALL BANKS	615	\$31,765	\$24,521 \$37,907	\$30,592	4.8	\$3,415	186
304 CONSUMER LOAN OFFICER							
UNDER \$20 MILLION	49	\$19,985	\$17,640 \$25,765	\$18,500	2.6-	\$1,567	14
\$20 TO \$29 MILLION	65	\$21,860	\$21,017 \$27,094	\$21,000 *	12.9	\$1,930	19
\$30 TO \$39 MILLION	69	\$20,600	\$17,801 \$25,492	\$19,800	7.0	\$1,707	25
\$40 TO \$49 MILLION	65	\$20,862	\$17,181 \$23,846	\$19,530	2.3	\$1,543	23
\$50 TO \$99 MILLION	283	\$21,554	\$17,205 \$25,957	\$21,000	4.2	\$1,614	89
\$100 TO \$249 MILLION	301	\$22,287	\$17,207 \$26,924	\$21,029	5.1	\$1,661	85
\$250 TO \$499 MILLION	104	\$22,813	\$17,979 \$27,935	\$21,915	1.9	\$1,603	19
\$500 TO \$999 MILLION	46	\$23,479	\$17,924 \$28,794	\$23,098	7.4	\$1,916	9
\$1 BILLION AND OVER	48	\$23,200	\$19,780 \$30,800	\$22,930	3.4		
ALL BANKS	1030	\$21,898	\$17,717 \$27,117	\$21,043	4.7	\$1,658	283
305 SR MORTGAGE LOAN OFFICER							
UNDER \$20 MILLION	2	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	6	\$32,166		\$32,985	10.0	\$2,250	2
\$30 TO \$39 MILLION	8	\$31,951	\$28,867 \$40,533	\$29,500	13.5	\$11,341	3
\$40 TO \$49 MILLION	15	\$29,321	\$25,840 \$39,220	\$29,021	1.8	\$3,981	3
\$50 TO \$99 MILLION	78	\$33,723	\$28,420 \$42,652	\$32,200	5.2	\$3,120	33
\$100 TO \$249 MILLION	128	\$34,812	\$26,229 \$40,300	\$33,750	3.6-	\$3,524	46
\$250 TO \$499 MILLION	49	\$37,509	\$28,713 \$43,869	\$37,750	11.7	\$6,202	10
\$500 TO \$999 MILLION	32	\$37,218	\$28,738 \$48,179	\$37,400	6.9	\$3,756	8
\$1 BILLION AND OVER	39	\$41,482	\$33,152 \$51,637	\$40,750	1.9	\$11,750	3
ALL BANKS	357	\$35,477	\$28,659 \$44,438	\$34,185	.1	\$4,100	108

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NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
306 MORTGAGE LOAN OFFICER							
UNDER \$20 MILLION	8	\$19,219 *	\$20,358	\$31,331			
\$20 TO \$29 MILLION	15	\$20,647 *	\$21,100	\$28,700	\$19,750 *	2.9-	\$4,950 3
\$30 TO \$39 MILLION	23	\$21,844	\$15,404	\$23,521	\$21,000 *	.2	\$1,377 2
\$40 TO \$49 MILLION	28	\$22,609	\$20,100	\$30,640	\$21,443	7.2	\$1,583 7
\$50 TO \$99 MILLION	133	\$24,281	\$19,595	\$28,885	\$19,317 *	10.7-	\$1,968 10
\$100 TO \$249 MILLION	194	\$24,489	\$18,941	\$30,002	\$23,192	1.7	\$2,399 39
\$250 TO \$499 MILLION	80	\$24,680	\$19,333	\$30,499	\$23,013	.5	\$1,946 53
\$500 TO \$999 MILLION	42	\$24,616	\$19,667	\$30,648	\$23,750	5.6	\$2,129 17
\$1 BILLION AND OVER	39	\$26,286	\$22,176	\$34,457	\$26,510	1.9	\$1,420 5
ALL BANKS	562	\$24,220	\$19,595	\$30,420	\$23,160	8.6-	\$5,261 2
						1.6	\$2,166 138
307 TRUST ACCOUNT ADMINISTRATOR							
UNDER \$20 MILLION	3	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA					
\$40 TO \$49 MILLION	6	\$19,608					
\$50 TO \$99 MILLION	43	\$20,359	\$15,736	\$21,435	\$19,461	50.9	\$1,767 3
\$100 TO \$249 MILLION	114	\$27,341	\$19,147	\$31,219	\$18,270	1.5	\$1,694 13
\$250 TO \$499 MILLION	50	\$34,144	\$23,494	\$37,893	\$25,470	1.9	\$2,583 23
\$500 TO \$999 MILLION	34	\$37,097	\$28,872	\$44,778	\$34,000	13.3	\$2,666 10
\$1 BILLION AND OVER	37	\$35,131	\$28,545	\$44,918	\$37,700	3.3	\$3,650 4
ALL BANKS	294	\$29,251	\$23,057	\$36,520	\$32,103	11.1	\$11,411 4
						5.1	\$3,059 58
308 CORPORATE TRUST OFFICER							
UNDER \$20 MILLION	2	INSUFFICIENT DATA					
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA					
\$50 TO \$99 MILLION	8	\$25,325			\$25,500		
\$100 TO \$249 MILLION	61	\$32,619	\$23,602	\$37,474	\$31,550	1.9-	\$2,734 4
\$250 TO \$499 MILLION	49	\$33,595	\$24,224	\$37,853	\$34,000	4.1	\$2,234 20
\$500 TO \$999 MILLION	35	\$34,983	\$26,822	\$42,255	\$33,600	7.9	\$2,380 15
\$1 BILLION AND OVER	41	\$37,853	\$30,768	\$45,839	\$35,550	8.0	\$4,516 8
ALL BANKS	198	\$34,169	\$26,367	\$42,416	\$32,900	14.7	\$8,875 5
						6.1	\$3,329 53
309 PERSONAL TRUST OFFICER							
UNDER \$20 MILLION	4	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA					
\$40 TO \$49 MILLION	8	\$17,559			\$17,075		
\$50 TO \$99 MILLION	33	\$20,492	\$16,438	\$23,336	\$18,000		
\$100 TO \$249 MILLION	90	\$26,721	\$19,938	\$31,881	\$25,300	4.0-	\$791 10
\$250 TO \$499 MILLION	64	\$27,863	\$21,126	\$33,928	\$27,094	5.4	\$2,795 19
\$500 TO \$999 MILLION	32	\$26,386	\$21,963	\$34,118	\$25,803	3.9	\$2,828 13
\$1 BILLION AND OVER	47	\$33,871	\$26,396	\$41,781	\$31,300	5.1-	\$1,724 5
ALL BANKS	282	\$27,068	\$21,831	\$34,357	\$25,653	3.9	\$5,486 5
						1.5	\$2,528 57

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NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
310 STAFF ATTORNEY							
UNDER \$20 MILLION	1	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA					
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA					
\$50 TO \$99 MILLION	12	\$27,368		\$23,000	4.2-	\$1,450	2
\$100 TO \$249 MILLION	22	\$35,577	\$28,999	\$35,000	2.8-	\$2,190	8
\$250 TO \$499 MILLION	11	\$45,443	\$34,732	\$54,445	2.9	\$2,625	2
\$500 TO \$999 MILLION	19	\$41,094	\$31,090	\$49,983	15.9	\$5,822	6
\$1 BILLION AND OVER	34	\$38,117	\$30,196	\$46,443	3.7-	\$8,400	2
ALL BANKS	103	\$37,210	\$30,629	\$47,707	2.6	\$3,774	23
311 INTERNAL AUDITOR							
UNDER \$20 MILLION	8	\$20,494		\$18,600	8.8	\$4,086	4
\$20 TO \$29 MILLION	24	\$17,824 *	\$17,663	\$16,340 *	24.7	\$1,166	10
\$30 TO \$39 MILLION	25	\$16,256	\$13,513	\$17,925	7.7-	\$1,389	9
\$40 TO \$49 MILLION	34	\$18,184	\$14,889	\$19,778	10.1	\$4,587	10
\$50 TO \$99 MILLION	208	\$20,401	\$17,168	\$25,796	2.4	\$1,573	62
\$100 TO \$249 MILLION	254	\$23,261	\$18,127	\$28,487	4.3	\$1,658	71
\$250 TO \$499 MILLION	76	\$24,346	\$19,510	\$30,462	2.3	\$1,350	14
\$500 TO \$999 MILLION	46	\$24,458	\$20,395	\$32,064	1.7	\$1,475	8
\$1 BILLION AND OVER	52	\$26,959	\$22,668	\$35,168	1.1-	\$8,075	2
ALL BANKS	727	\$22,209	\$18,781	\$28,895	4.4	\$1,834	190
312 LOAN REVIEW OFFICER							
UNDER \$20 MILLION	8	\$20,725	\$16,415	\$25,550	55.0	\$659	3
\$20 TO \$29 MILLION	11	\$19,363	\$16,892	\$21,365	5.5-	\$1,852	3
\$30 TO \$39 MILLION	9	\$16,353	\$15,500	\$20,100	7.1-	\$1,330	2
\$40 TO \$49 MILLION	15	\$19,683	\$19,160	\$21,707	4.9-	\$2,523	4
\$50 TO \$99 MILLION	85	\$23,148	\$18,649	\$27,967	10.9	\$1,090	22
\$100 TO \$249 MILLION	136	\$26,951	\$19,406	\$30,528	11.2	\$2,129	27
\$250 TO \$499 MILLION	46	\$31,025	\$22,974	\$37,316	7.1	\$2,082	9
\$500 TO \$999 MILLION	42	\$30,184	\$22,593	\$35,566	7.9	\$2,408	9
\$1 BILLION AND OVER	52	\$33,490	\$26,733	\$41,957	.5	\$5,580	2
ALL BANKS	404	\$26,984	\$21,538	\$33,533	5.5	\$1,893	81
313 BUSINESS DEVELOPMENT OFFICER							
UNDER \$20 MILLION	10	\$21,190	\$16,667	\$29,000		\$958	3
\$20 TO \$29 MILLION	16	\$23,297	\$18,817	\$29,317	1.1-	\$1,461	5
\$30 TO \$39 MILLION	13	\$21,808		\$19,300	10.6-	\$1,112	4
\$40 TO \$49 MILLION	7	\$20,110	\$16,600	\$20,695	5.1		
\$50 TO \$99 MILLION	63	\$25,763	\$23,039	\$36,144	9.0	\$1,537	17
\$100 TO \$249 MILLION	102	\$28,651	\$21,275	\$33,722	8.8	\$3,072	26
\$250 TO \$499 MILLION	57	\$30,780	\$22,729	\$34,944	1.6	\$4,235	14
\$500 TO \$999 MILLION	33	\$29,718	\$21,950	\$33,683	9.7	\$2,266	8
\$1 BILLION AND OVER	33	\$32,156	\$24,444	\$37,762	1.4-	\$3,535	4
ALL BANKS	334	\$27,997	\$22,014	\$34,324	5.6	\$2,619	81

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NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
			MINIMUM	MAXIMUM				
314 SYSTEMS ANALYST								
UNDER \$20 MILLION	2	INSUFFICIENT DATA						
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA						
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	13	\$23,037	\$15,488	\$23,168	\$21,840			
\$100 TO \$249 MILLION	39	\$25,087	\$18,374	\$28,047	\$25,000	10.3	\$1,254	1
\$250 TO \$499 MILLION	33	\$28,573	\$20,259	\$31,235	\$28,861	6.7	\$4,064	5
\$500 TO \$999 MILLION	32	\$27,277	\$21,399	\$33,559	\$27,760	1.1	\$2,491	6
\$1 BILLION AND OVER	46	\$30,519	\$24,283	\$37,818	\$29,548	1.1	\$1,402	6
ALL BANKS	168	\$27,508	\$21,614	\$33,529	\$27,881	2.1	\$2,918	2
							\$2,538	20
315 SR COMPUTER PROGRAMMER								
UNDER \$20 MILLION	1	INSUFFICIENT DATA						
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA						
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	6	\$21,732	\$20,000	\$30,000	\$21,452	3.6		
\$100 TO \$249 MILLION	42	\$24,075	\$18,149	\$28,360	\$23,002	2.9		
\$250 TO \$499 MILLION	33	\$28,705 *	\$18,431	\$28,491	\$26,260	6.2-	\$1,270	9
\$500 TO \$999 MILLION	27	\$27,455	\$21,609	\$32,999	\$26,403	1.4-	\$1,673	6
\$1 BILLION AND OVER	45	\$29,319	\$23,328	\$36,116	\$28,550	9.1	\$1,453	6
ALL BANKS	158	\$26,862	\$21,079	\$32,470	\$26,352	3.4	\$6,004	1
							\$1,670	23
316 COMPUTER PROGRAMMER								
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA						
\$30 TO \$39 MILLION	6	\$15,700 *	\$10,000	\$15,000	\$14,000		\$840	1
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	22	\$16,757	\$13,025	\$20,573	\$15,908	1.3	\$813	7
\$100 TO \$249 MILLION	63	\$18,251	\$15,035	\$24,195	\$17,875	7.7	\$1,324	16
\$250 TO \$499 MILLION	45	\$21,490	\$15,473	\$23,078	\$20,300	4.9	\$1,206	8
\$500 TO \$999 MILLION	28	\$20,065	\$17,357	\$26,389	\$20,500	.9	\$1,264	5
\$1 BILLION AND OVER	47	\$22,044	\$18,764	\$28,808	\$21,934	3.3	\$1,397	3
ALL BANKS	215	\$19,718	\$16,532	\$25,530	\$19,710	6.5	\$1,158	42
317 SR COMPUTER OPERATOR								
UNDER \$20 MILLION	9	\$12,657 *	\$13,229	\$16,564	\$11,882 *	15.4-	\$984	1
\$20 TO \$29 MILLION	10	\$14,184	\$13,750	\$15,673	\$15,030	29.0	\$669	5
\$30 TO \$39 MILLION	9	\$13,324	\$11,217	\$13,650	\$12,900	.3	\$900	3
\$40 TO \$49 MILLION	8	\$11,874	\$10,920	\$14,140	\$12,085	4.0-	\$1,357	6
\$50 TO \$99 MILLION	50	\$13,877	\$10,916	\$16,034	\$13,428	1.9-	\$953	13
\$100 TO \$249 MILLION	88	\$15,413	\$12,198	\$18,245	\$15,225	4.3	\$846	23
\$250 TO \$499 MILLION	44	\$16,855	\$13,094	\$19,183	\$16,050	1.6	\$895	6
\$500 TO \$999 MILLION	33	\$17,622	\$14,879	\$22,116	\$17,524	7.8	\$1,022	7
\$1 BILLION AND OVER	50	\$19,278	\$16,042	\$24,096	\$19,500	10.2	\$3,212	1
ALL BANKS	301	\$15,973	\$13,409	\$19,781	\$15,800	2.6	\$965	65

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NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
318 COMPUTER OPERATOR							
UNDER \$20 MILLION	14	\$10,452 *	\$10,708 \$13,472	\$10,850	1.8	\$1,446	4
\$20 TO \$29 MILLION	16	\$11,721	\$10,926 \$12,630	\$12,064	13.5	\$661	9
\$30 TO \$39 MILLION	26	\$11,349	\$9,867 \$13,765	\$11,200	4.0-	\$655	11
\$40 TO \$49 MILLION	22	\$10,671	\$9,080 \$12,300	\$10,725	5.9-	\$695	10
\$50 TO \$99 MILLION	113	\$11,715	\$9,994 \$14,650	\$11,494	5.3	\$589	27
\$100 TO \$249 MILLION	180	\$12,094	\$10,339 \$15,324	\$11,700	1.1-	\$747	39
\$250 TO \$499 MILLION	76	\$13,073	\$10,642 \$15,746	\$12,780	.5	\$634	10
\$500 TO \$999 MILLION	34	\$13,631	\$11,946 \$17,941	\$13,380	.7-	\$641	6
\$1 BILLION AND OVER	52	\$15,540	\$13,408 \$20,110	\$15,600	9.6	\$1,567	2
ALL BANKS	533	\$12,432	\$10,911 \$16,092	\$12,095	.8	\$714	118
319 STAFF APPRAISER							
UNDER \$20 MILLION	1	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA					
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA					
\$100 TO \$249 MILLION	14	\$23,566 *	\$16,117 \$22,022	\$21,500	2.4	\$250	3
\$250 TO \$499 MILLION	12	\$23,059	\$18,385 \$28,757	\$22,562	5.9	\$1,680	1
\$500 TO \$999 MILLION	12	\$24,966	\$18,240 \$28,836	\$26,400	7.6	\$800	1
\$1 BILLION AND OVER	21	\$27,303	\$21,243 \$33,398	\$27,204	5.0		
ALL BANKS	65	\$24,150	\$19,207 \$29,358	\$23,950	8.9	\$646	5
320 CONSUMER LOAN COLLECTOR							
UNDER \$20 MILLION	14	\$13,655	\$13,582 \$18,547	\$13,672	3.0-		
\$20 TO \$29 MILLION	13	\$14,789	\$13,635 \$18,098	\$13,390 *	11.0	\$1,233	3
\$30 TO \$39 MILLION	10	\$14,004		\$14,030	8.8	\$863	3
\$40 TO \$49 MILLION	35	\$16,193	\$13,423 \$17,209	\$16,500	17.9	\$1,614	9
\$50 TO \$99 MILLION	150	\$15,532	\$12,365 \$17,529	\$14,992	3.4	\$1,470	38
\$100 TO \$249 MILLION	227	\$15,097	\$11,815 \$17,736	\$14,208	3.4	\$866	44
\$250 TO \$499 MILLION	89	\$15,070	\$13,051 \$17,847	\$14,125	.5-	\$755	11
\$500 TO \$999 MILLION	46	\$15,555	\$12,490 \$18,924	\$14,493	7.4	\$734	7
\$1 BILLION AND OVER	50	\$16,284	\$14,195 \$21,604	\$15,418	4.4	\$542	2
ALL BANKS	634	\$15,328	\$12,604 \$18,308	\$14,500	3.5	\$1,105	117
321 PERSONNEL ASSISTANT							
UNDER \$20 MILLION	1	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	9	\$14,285	\$12,917 \$17,190	\$14,919	2.9	\$1,100	2
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA					
\$40 TO \$49 MILLION	12	\$14,988	\$14,640 \$19,240	\$13,800 *	11.7	\$1,358	3
\$50 TO \$99 MILLION	76	\$15,443	\$12,702 \$18,559	\$15,463	8.5	\$606	22
\$100 TO \$249 MILLION	160	\$15,402	\$12,420 \$18,796	\$15,192	5.5	\$1,036	25
\$250 TO \$499 MILLION	77	\$16,739	\$13,741 \$20,639	\$16,230	7.6	\$967	9
\$500 TO \$999 MILLION	37	\$19,297	\$14,819 \$23,237	\$18,000	12.5	\$1,421	6
\$1 BILLION AND OVER	28	\$18,675	\$15,249 \$23,154	\$18,379	.1-	\$2,700	1
ALL BANKS	404	\$16,224	\$13,300 \$19,998	\$15,695	4.6	\$951	69

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NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
322 EMPLOYMENT INTERVIEWER							
UNDER \$20 MILLION	2	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA					
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA					
\$100 TO \$249 MILLION	9	\$22,489 *	\$14,101 \$21,978	\$19,310	30.3	\$500	1
\$250 TO \$499 MILLION	14	\$17,670	\$13,456 \$19,844	\$15,852	10.1	\$1,023	4
\$500 TO \$999 MILLION	28	\$17,760	\$14,974 \$21,928	\$17,000	.9-	\$1,401	4
\$1 BILLION AND OVER	50	\$20,340	\$17,334 \$26,408	\$19,948	3.4	\$3,165	1
ALL BANKS	107	\$19,869	\$16,184 \$24,233	\$19,167	7.1	\$1,297	13
323 ASST BRANCH MANAGER(LARGE +31)							
UNDER \$20 MILLION	2	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA					
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA					
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA					
\$100 TO \$249 MILLION	5	\$26,625	\$20,530 \$31,313	\$22,900	20.4	\$1,662	2
\$250 TO \$499 MILLION	12	\$25,967	\$20,948 \$34,734	\$26,300	27.7	\$655	2
\$500 TO \$999 MILLION	16	\$24,227	\$21,278 \$33,624	\$22,107	5.3	\$1,770	2
\$1 BILLION AND OVER	28	\$28,562	\$24,122 \$37,124	\$27,524	6.2	\$596	3
ALL BANKS	70	\$26,756	\$23,422 \$36,133	\$24,000	12.0	\$2,477	13
324 ASST BRANCH MANAGER(MED 10-30)							
UNDER \$20 MILLION	3	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	6	\$21,232		\$22,300		\$1,500	1
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA					
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA					
\$50 TO \$99 MILLION	33	\$19,898	\$16,294 \$24,014	\$19,250	24.7	\$851	11
\$100 TO \$249 MILLION	94	\$19,197	\$15,618 \$23,912	\$18,427	8.4	\$1,282	26
\$250 TO \$499 MILLION	61	\$20,638	\$16,300 \$24,950	\$19,375	2.0	\$1,360	13
\$500 TO \$999 MILLION	49	\$21,237	\$17,922 \$28,617	\$20,100	8.6	\$1,340	10
\$1 BILLION AND OVER	42	\$23,330	\$19,597 \$30,290	\$21,667	1.1	\$527	4
ALL BANKS	293	\$20,583	\$17,073 \$26,290	\$19,725	8.5	\$1,193	67
325 ASST BRANCH MANAGER(SMALL 10)							
UNDER \$20 MILLION	4	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	10	\$15,798		\$14,600	16.9	\$820	3
\$30 TO \$39 MILLION	11	\$14,263	\$14,033 \$19,326	\$12,396 *	4.6-	\$758	5
\$40 TO \$49 MILLION	10	\$14,426 *	\$11,400 \$14,280	\$14,200	1.4	\$1,541	4
\$50 TO \$99 MILLION	113	\$15,538	\$13,555 \$19,294	\$14,590	4.2	\$1,245	30
\$100 TO \$249 MILLION	149	\$16,262	\$13,505 \$20,410	\$15,538	4.1	\$929	36
\$250 TO \$499 MILLION	45	\$17,704	\$14,608 \$22,105	\$17,100	5.6	\$1,142	11
\$500 TO \$999 MILLION	34	\$18,288	\$15,715 \$25,894	\$18,239	6.3	\$1,367	6
\$1 BILLION AND OVER	35	\$20,176	\$17,487 \$26,532	\$19,604	5.2	\$336	3
ALL BANKS	411	\$16,644	\$14,404 \$21,762	\$16,050	4.8	\$1,071	98

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NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS	
326 ACCOUNTANT								
UNDER \$20 MILLION	5	\$19,080	\$18,942	\$24,288	\$16,500 *	6.8-	\$2,000	1
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA						
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA						
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	46	\$19,762	\$15,273	\$23,201	\$19,034	15.4	\$2,795	10
\$100 TO \$249 MILLION	85	\$22,085	\$17,714	\$26,795	\$21,000	16.7	\$1,384	19
\$250 TO \$499 MILLION	55	\$21,515	\$17,192	\$25,662	\$20,000		\$1,147	9
\$500 TO \$999 MILLION	42	\$22,385	\$19,004	\$31,476	\$20,312	2.1	\$3,145	9
\$1 BILLION AND OVER	51	\$23,024	\$19,499	\$29,735	\$21,726	3.3	\$1,738	2
ALL BANKS	294	\$21,644	\$18,010	\$27,553	\$20,192	5.7	\$1,967	50
327 OFFICER TRAINEE (B.A.)								
UNDER \$20 MILLION	6	\$14,144		\$14,150		12.3	\$116	1
\$20 TO \$29 MILLION	13	\$16,854 *	\$12,250	\$14,733	\$16,800 *	16.7	\$950	2
\$30 TO \$39 MILLION	5	\$15,030		\$14,400		9.1	\$188	2
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	46	\$15,121	\$13,212	\$18,048	\$14,700	2.1	\$636	10
\$100 TO \$249 MILLION	85	\$15,203	\$12,657	\$18,887	\$14,767	5.5	\$605	18
\$250 TO \$499 MILLION	46	\$15,496	\$13,740	\$20,580	\$15,007		\$723	3
\$500 TO \$999 MILLION	33	\$15,638	\$14,317	\$21,834	\$15,000		\$675	3
\$1 BILLION AND OVER	42	\$18,441	\$15,801	\$23,721	\$17,255	7.8	\$1,960	2
ALL BANKS	260	\$15,784	\$13,981	\$20,573	\$15,080	2.7	\$668	43
328 OFFICER TRAINEE (M.A.)								
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA						
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	7	\$17,104	\$16,711	\$20,857	\$15,594 *		\$348	3
\$100 TO \$249 MILLION	11	\$17,708	\$15,496	\$19,931	\$16,000	6.7	\$599	4
\$250 TO \$499 MILLION	6	\$15,820	\$13,214	\$18,857	\$16,400	6.1	\$400	1
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA						
\$1 BILLION AND OVER	12	\$27,130	\$19,995	\$30,749	\$29,000	28.9	\$4,950	1
ALL BANKS	40	\$19,673	\$16,976	\$24,263	\$17,085	6.6-	\$977	9
329 ADVERTISING OFFICER								
UNDER \$20 MILLION	2	INSUFFICIENT DATA						
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA						
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA						
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	36	\$19,157	\$14,873	\$22,347	\$17,650	.3	\$1,269	7
\$100 TO \$249 MILLION	47	\$20,357	\$15,024	\$23,769	\$19,500	11.4	\$1,312	8
\$250 TO \$499 MILLION	30	\$23,105	\$17,514	\$26,750	\$21,950	2.1	\$1,685	6
\$500 TO \$999 MILLION	27	\$26,447	\$20,109	\$30,499	\$24,900	10.7	\$1,556	3
\$1 BILLION AND OVER	42	\$34,831	\$27,300	\$42,102	\$31,750	5.8	\$5,775	4
ALL BANKS	191	\$24,751	\$20,633	\$31,710	\$22,100	4.7	\$2,004	30

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NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
330 NEW ACCOUNTS OFFICER							
UNDER \$20 MILLION	6	\$16,168	\$13,600	\$17,875	15.7	\$500	2
\$20 TO \$29 MILLION	24	\$16,117	\$13,768	\$19,068	2.7	\$1,031	8
\$30 TO \$39 MILLION	18	\$15,880	\$12,925	\$18,713	1.0-	\$4,118	7
\$40 TO \$49 MILLION	27	\$18,127	\$14,183	\$19,622	.8-	\$2,168	11
\$50 TO \$99 MILLION	147	\$18,667	\$14,555	\$21,659	8.6	\$2,540	50
\$100 TO \$249 MILLION	153	\$19,891	\$15,977	\$24,630	5.2	\$1,477	33
\$250 TO \$499 MILLION	57	\$21,657	\$16,805	\$26,287	5.3	\$1,450	7
\$500 TO \$999 MILLION	25	\$18,967	\$16,004	\$30,217	3.3	\$1,374	6
\$1 BILLION AND OVER	23	\$21,983	\$18,518	\$28,489	5.4-	\$1,654	3
ALL BANKS	480	\$19,296	\$15,688	\$24,221	7.0	\$2,055	127
401 CHIEF EXECUTIVE OFFICER							
UNDER \$20 MILLION	136	\$48,348	\$45,658	\$67,241	14.2	\$8,069	55
\$20 TO \$29 MILLION	132	\$54,462	\$46,533	\$65,713	8.9	\$8,045	57
\$30 TO \$39 MILLION	115	\$57,284	\$49,768	\$63,847	.3	\$8,905	54
\$40 TO \$49 MILLION	108	\$61,991	\$55,814	\$76,877	10.8	\$14,197	46
\$50 TO \$99 MILLION	393	\$69,627	\$53,197	\$83,640	4.0	\$13,500	187
\$100 TO \$249 MILLION	362	\$87,838	\$64,120	\$103,964	3.0	\$16,792	163
\$250 TO \$499 MILLION	118	\$120,935	\$89,731	\$138,902	3.7	\$31,471	55
\$500 TO \$999 MILLION	56	\$143,071	\$104,216	\$168,468	11.5	\$36,161	24
\$1 BILLION AND OVER	63	\$239,627	\$178,364	\$287,026	13.1	\$89,048	28
ALL BANKS	1483	\$83,271	\$72,148	\$113,095	10.7	\$18,520	669
402 CHIEF ADMINISTRATIVE OFFICER							
UNDER \$20 MILLION	46	\$40,435 *	\$41,199	\$63,797	25.0	\$6,105	20
\$20 TO \$29 MILLION	47	\$38,735	\$31,829	\$41,118	9.6	\$4,531	18
\$30 TO \$39 MILLION	51	\$40,295	\$36,844	\$47,064	3.7	\$5,374	23
\$40 TO \$49 MILLION	56	\$42,670	\$36,688	\$51,400	6.7	\$7,258	28
\$50 TO \$99 MILLION	210	\$49,723	\$38,191	\$60,043	6.9	\$8,663	94
\$100 TO \$249 MILLION	222	\$61,454	\$46,997	\$75,172	3.1	\$11,451	91
\$250 TO \$499 MILLION	92	\$87,557	\$63,098	\$99,764	12.7	\$16,609	35
\$500 TO \$999 MILLION	37	\$95,203	\$67,549	\$112,615	6.7	\$20,181	21
\$1 BILLION AND OVER	52	\$158,460	\$118,319	\$192,677	11.7	\$55,472	25
ALL BANKS	813	\$64,100	\$54,419	\$86,845	7.1	\$13,461	355
403 CHIEF FINANCIAL OFFICER							
UNDER \$20 MILLION	29	\$39,337	\$37,456	\$53,460	1.4	\$3,181	8
\$20 TO \$29 MILLION	24	\$35,468	\$31,844	\$44,638	16.2	\$3,812	7
\$30 TO \$39 MILLION	20	\$38,410	\$31,333	\$45,667	3.4	\$4,008	6
\$40 TO \$49 MILLION	31	\$36,591	\$35,813	\$50,520	2.3	\$6,108	15
\$50 TO \$99 MILLION	116	\$40,309	\$32,287	\$50,633	6.9	\$4,922	47
\$100 TO \$249 MILLION	173	\$47,094	\$36,872	\$58,393	6.4	\$6,702	73
\$250 TO \$499 MILLION	70	\$61,325	\$45,226	\$70,594	12.6	\$11,423	29
\$500 TO \$999 MILLION	44	\$65,826	\$50,078	\$82,469	16.4	\$12,886	15
\$1 BILLION AND OVER	55	\$99,601	\$73,737	\$118,556	3.9	\$26,170	29
ALL BANKS	562	\$52,338	\$44,862	\$71,236	8.2	\$9,484	229

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NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
404 SR OPERATIONS OFFICER							
UNDER \$20 MILLION	43	\$28,961		\$27,200	8.8	\$3,470	16
\$20 TO \$29 MILLION	73	\$28,128	\$25,576	\$35,695	1.5	\$2,853	25
\$30 TO \$39 MILLION	66	\$30,213	\$26,667	\$35,489		\$2,731	27
\$40 TO \$49 MILLION	63	\$31,643	\$29,245	\$38,757	3.7	\$4,189	26
\$50 TO \$99 MILLION	254	\$35,180	\$28,562	\$43,324	4.4	\$4,856	103
\$100 TO \$249 MILLION	274	\$41,330	\$31,265	\$50,161	2.7	\$4,186	104
\$250 TO \$499 MILLION	98	\$50,585	\$39,066	\$62,008	5.8	\$6,810	36
\$500 TO \$999 MILLION	49	\$51,118	\$39,466	\$63,072	7.5	\$6,404	16
\$1 BILLION AND OVER	55	\$71,979	\$55,297	\$87,969	8.5	\$12,830	25
ALL BANKS	975	\$39,985	\$34,556	\$53,842	6.8	\$5,062	378
405 OPERATIONS OFFICER							
UNDER \$20 MILLION	70	\$20,895	\$18,656	\$25,668	13.7	\$1,812	20
\$20 TO \$29 MILLION	74	\$20,683	\$17,504	\$26,058	6.3	\$1,669	21
\$30 TO \$39 MILLION	70	\$20,298	\$17,745	\$24,015	4.2	\$1,420	23
\$40 TO \$49 MILLION	64	\$21,148	\$19,734	\$27,238	1.3	\$2,025	22
\$50 TO \$99 MILLION	265	\$22,513	\$18,927	\$27,724	3.4	\$1,810	91
\$100 TO \$249 MILLION	275	\$24,436	\$19,304	\$30,958	2.5	\$1,931	81
\$250 TO \$499 MILLION	97	\$27,752	\$21,455	\$35,800	3.3	\$2,393	24
\$500 TO \$999 MILLION	43	\$30,556	\$24,153	\$39,334	6.7	\$1,975	11
\$1 BILLION AND OVER	51	\$43,652	\$34,626	\$56,010	8.0	\$7,677	8
ALL BANKS	1009	\$24,477	\$21,114	\$32,909	3.0	\$2,027	301
406 PERSONNEL OFFICER/DIRECTOR							
UNDER \$20 MILLION	7	\$34,504		\$27,625	76.5	\$100	1
\$20 TO \$29 MILLION	13	\$24,379 *	\$16,680	\$19,380	2.2	\$1,937	5
\$30 TO \$39 MILLION	16	\$24,391	\$22,183	\$32,350	2.9	\$878	3
\$40 TO \$49 MILLION	28	\$24,401	\$23,560	\$30,900	17.3	\$2,707	9
\$50 TO \$99 MILLION	184	\$24,123	\$19,650	\$30,210	7.2	\$3,205	52
\$100 TO \$249 MILLION	284	\$27,010	\$21,781	\$34,641	3.5	\$2,004	85
\$250 TO \$499 MILLION	118	\$33,415	\$28,047	\$44,832	5.2	\$3,224	32
\$500 TO \$999 MILLION	57	\$42,944	\$34,479	\$54,440	6.6	\$4,004	15
\$1 BILLION AND OVER	60	\$67,468	\$53,235	\$84,504	11.5	\$14,618	27
ALL BANKS	767	\$31,498	\$27,850	\$43,837	4.6	\$4,068	229
407 MARKETING OFFICER							
UNDER \$20 MILLION	6	\$37,917		\$24,500	7.5	\$1,000	1
\$20 TO \$29 MILLION	12	\$21,709	\$16,000	\$24,000	2.8	\$2,527	2
\$30 TO \$39 MILLION	13	\$24,631	\$21,255	\$24,955	18.1	\$991	4
\$40 TO \$49 MILLION	23	\$21,785 *	\$22,138	\$24,638	5.9	\$2,149	8
\$50 TO \$99 MILLION	138	\$26,103	\$21,038	\$32,058	3.5	\$3,093	53
\$100 TO \$249 MILLION	232	\$28,745	\$21,683	\$34,218	1.7	\$2,467	72
\$250 TO \$499 MILLION	90	\$38,624	\$31,268	\$50,580	12.7	\$4,292	24
\$500 TO \$999 MILLION	47	\$43,828	\$34,082	\$52,171	5.4	\$5,799	12
\$1 BILLION AND OVER	52	\$64,295	\$46,910	\$74,771	22.8	\$11,567	20
ALL BANKS	613	\$33,376	\$29,527	\$44,662	5.5	\$3,943	196

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NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
408 CONTROLLER							
UNDER \$20 MILLION	11	\$32,627		\$26,500	32.5	\$1,800	4
\$20 TO \$29 MILLION	7	\$24,661		\$21,000	21.5-	\$1,122	2
\$30 TO \$39 MILLION	15	\$28,019 *	\$30,000	\$30,200	16.2	\$4,142	6
\$40 TO \$49 MILLION	19	\$28,497	\$20,175	\$29,625	12.1-	\$1,878	5
\$50 TO \$99 MILLION	119	\$30,977	\$23,448	\$36,588	11.3	\$2,860	42
\$100 TO \$249 MILLION	184	\$34,093	\$25,725	\$40,859	5.0	\$3,541	66
\$250 TO \$499 MILLION	89	\$38,834	\$28,780	\$45,590	7.9	\$3,692	20
\$500 TO \$999 MILLION	48	\$43,086	\$33,974	\$53,821	4.5	\$5,809	11
\$1 BILLION AND OVER	57	\$63,196	\$49,867	\$79,770	10.9	\$11,439	20
ALL BANKS	549	\$37,497	\$30,957	\$49,148	7.5	\$4,341	176
409 GENERAL ACCOUNTING MANAGER							
UNDER \$20 MILLION	13	\$16,313		\$14,490	10.6-	\$898	6
\$20 TO \$29 MILLION	13	\$17,598	\$12,955	\$17,895	4.8	\$919	5
\$30 TO \$39 MILLION	18	\$17,544 *	\$11,533	\$14,800	5.9-	\$956	3
\$40 TO \$49 MILLION	23	\$16,387	\$12,278	\$16,841	6.3	\$2,615	4
\$50 TO \$99 MILLION	110	\$19,070	\$15,312	\$22,697	6.0	\$1,152	32
\$100 TO \$249 MILLION	115	\$21,092	\$16,282	\$24,825	5.0	\$1,627	32
\$250 TO \$499 MILLION	53	\$26,050	\$21,415	\$32,783	5.2	\$1,851	12
\$500 TO \$999 MILLION	36	\$29,046	\$22,032	\$34,129	3.6	\$1,750	7
\$1 BILLION AND OVER	53	\$39,086	\$32,089	\$50,344	18.3	\$5,348	8
ALL BANKS	434	\$23,379	\$20,349	\$31,108	4.5	\$1,738	109
410 BRANCH ADMINISTRATION OFFICER							
UNDER \$20 MILLION	1	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA					
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA					
\$50 TO \$99 MILLION	39	\$29,206	\$22,054	\$33,694	14.4	\$2,404	12
\$100 TO \$249 MILLION	96	\$32,348	\$26,932	\$42,519	5.0-	\$2,955	30
\$250 TO \$499 MILLION	57	\$41,498	\$31,511	\$51,404	.4	\$4,877	21
\$500 TO \$999 MILLION	48	\$48,216	\$36,471	\$58,597	4.5	\$6,803	16
\$1 BILLION AND OVER	39	\$57,826	\$45,843	\$73,272	8.9	\$7,673	14
ALL BANKS	285	\$40,036	\$32,909	\$52,667	.8	\$4,673	94
411 BRANCH MANAGER (LARGE +31)							
UNDER \$20 MILLION	2	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	5	\$31,580	\$30,000	\$36,000		\$3,258	3
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA					
\$50 TO \$99 MILLION	15	\$32,604	\$28,186	\$41,156	1.6	\$2,862	5
\$100 TO \$249 MILLION	18	\$32,625	\$28,472	\$44,582	13.0-	\$2,608	9
\$250 TO \$499 MILLION	21	\$38,809	\$29,503	\$48,301	3.4	\$2,420	6
\$500 TO \$999 MILLION	22	\$35,987	\$28,873	\$44,225	.6-	\$2,556	4
\$1 BILLION AND OVER	39	\$40,829	\$33,059	\$51,739	2.4	\$2,705	6
ALL BANKS	124	\$37,757	\$31,622	\$48,456	3.3	\$3,404	34

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NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
412 BRANCH MANAGER (MEDIUM 10-30)							
UNDER \$20 MILLION	3	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	7	\$23,903		\$22,800	2.6-	\$1,781	1
\$30 TO \$39 MILLION	6	\$26,783 *	\$15,000	\$27,200 *	3.0	\$1,177	2
\$40 TO \$49 MILLION	6	\$24,532 *	\$17,600	\$22,845 *	13.4-	\$2,011	2
\$50 TO \$99 MILLION	73	\$30,823	\$23,818	\$30,700	23.8	\$2,881	30
\$100 TO \$249 MILLION	144	\$28,265	\$21,147	\$33,786	8.6	\$2,199	49
\$250 TO \$499 MILLION	75	\$30,160	\$23,112	\$36,576	2.3	\$2,139	22
\$500 TO \$999 MILLION	52	\$30,211	\$23,982	\$39,658	6.5	\$2,315	14
\$1 BILLION AND OVER	49	\$32,062	\$26,264	\$42,087	6.7	\$1,667	5
ALL BANKS	415	\$29,560	\$23,175	\$36,751	6.9	\$2,310	126
413 BRANCH MANAGER (SMALL 10)							
UNDER \$20 MILLION	16	\$19,278		\$18,659	11.1-	\$1,691	2
\$20 TO \$29 MILLION	26	\$20,013	\$13,748	\$18,075	4.0	\$3,973	9
\$30 TO \$39 MILLION	33	\$21,730	\$17,526	\$20,761	11.1	\$1,498	9
\$40 TO \$49 MILLION	45	\$20,488	\$16,142	\$18,800	5.1-	\$2,295	18
\$50 TO \$99 MILLION	210	\$21,137	\$17,438	\$19,988	6.2	\$2,315	66
\$100 TO \$249 MILLION	232	\$22,479	\$17,750	\$28,836	4.0	\$1,779	70
\$250 TO \$499 MILLION	77	\$24,386	\$19,859	\$31,608	4.3	\$2,192	21
\$500 TO \$999 MILLION	49	\$24,444	\$20,208	\$33,317	6.6	\$1,784	12
\$1 BILLION AND OVER	51	\$25,926	\$22,123	\$34,867	5.3	\$1,021	6
ALL BANKS	739	\$22,366	\$18,629	\$29,363	5.5	\$2,088	213
414 DATA PROCESSING DIRECTOR							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	7	\$14,115	\$12,503	\$18,269	3.9-	\$550	3
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA					
\$50 TO \$99 MILLION	46	\$27,183	\$19,885	\$29,152	6.9	\$1,370	8
\$100 TO \$249 MILLION	105	\$34,562	\$24,864	\$39,988	2.6	\$2,726	38
\$250 TO \$499 MILLION	58	\$43,238	\$31,002	\$48,813	5.3	\$4,941	17
\$500 TO \$999 MILLION	31	\$48,808	\$36,804	\$58,525	.7-	\$6,406	10
\$1 BILLION AND OVER	50	\$76,660	\$57,666	\$92,639	21.0	\$16,405	19
ALL BANKS	308	\$42,681	\$34,603	\$54,687	8.5	\$6,005	101
415 COMPUTER CENTER MANAGER							
UNDER \$20 MILLION	3	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA					
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA					
\$50 TO \$99 MILLION	25	\$21,898	\$16,630	\$26,157	5.0-	\$1,982	8
\$100 TO \$249 MILLION	45	\$25,475	\$17,787	\$29,332	4.9	\$1,393	9
\$250 TO \$499 MILLION	27	\$31,319	\$22,395	\$35,445	4.3	\$2,315	5
\$500 TO \$999 MILLION	24	\$34,895	\$26,329	\$41,418	1.0-	\$3,463	8
\$1 BILLION AND OVER	48	\$48,639	\$36,848	\$58,491	10.2	\$6,093	14
ALL BANKS	182	\$33,067	\$27,199	\$42,872	8.6	\$3,318	50

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NATIONAL RESULT 1985

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416 SYSTEMS & PROGRAMMING MANAGER								
UNDER \$20 MILLION	1	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	7	\$25,307	\$20,443	\$31,352	\$27,500	5.7-		
\$100 TO \$249 MILLION	31	\$29,521	\$21,169	\$32,451	\$28,912	5.0 ¹	\$2,426	10
\$250 TO \$499 MILLION	31	\$36,874	\$25,864	\$39,710	\$37,450	8.6	\$2,710	7
\$500 TO \$999 MILLION	26	\$38,270	\$30,390	\$47,572	\$40,353	2.1	\$4,651	7
\$1 BILLION AND OVER	51	\$53,182	\$40,251	\$63,958	\$52,000	14.3	\$7,910	14
ALL BANKS	147	\$40,731	\$31,689	\$49,839	\$40,206	6.0	\$4,909	38
417 DP OPERATIONS SUPERVISOR								
UNDER \$20 MILLION	6	\$16,532			\$16,500	17.9	\$525	2
\$20 TO \$29 MILLION	6	\$19,767 *	\$14,400	\$16,800	\$18,275 *	3.4	\$2,793	3
\$30 TO \$39 MILLION	10	\$15,974	\$13,733	\$19,540	\$15,030	9.2-	\$1,969	2
\$40 TO \$49 MILLION	14	\$20,437	\$15,600	\$20,600	\$18,709	29.9	\$1,860	6
\$50 TO \$99 MILLION	54	\$17,163	\$13,356	\$19,371	\$16,650	1.9	\$1,591	17
\$100 TO \$249 MILLION	93	\$19,700	\$14,965	\$23,351	\$18,460	2.6	\$1,783	17
\$250 TO \$499 MILLION	51	\$22,945	\$17,088	\$26,326	\$20,120	6.5-	\$1,900	8
\$500 TO \$999 MILLION	25	\$24,664	\$19,694	\$31,370	\$24,070	7.1-	\$2,093	6
\$1 BILLION AND OVER	48	\$31,534	\$25,854	\$41,228	\$28,808	2.4	\$6,465	1
ALL BANKS	307	\$21,899	\$18,093	\$28,134	\$20,000	1.5	\$1,873	62
418 PURCHASING MANAGER								
UNDER \$20 MILLION	1	INSUFFICIENT DATA						
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA						
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA						
\$40 TO \$49 MILLION	7	\$19,920 *	\$14,400	\$17,750	\$14,700	6.5	\$2,063	3
\$50 TO \$99 MILLION	51	\$17,311	\$13,454	\$19,563	\$15,700	9.0	\$883	8
\$100 TO \$249 MILLION	126	\$19,979	\$15,013	\$22,861	\$18,450	4.2	\$1,382	30
\$250 TO \$499 MILLION	82	\$24,471	\$17,942	\$27,520	\$23,446	7.1	\$1,879	18
\$500 TO \$999 MILLION	49	\$25,365	\$19,318	\$29,860	\$24,313	4.7-	\$1,823	9
\$1 BILLION AND OVER	55	\$32,017	\$25,658	\$39,741	\$32,500	10.2	\$3,005	3
ALL BANKS	378	\$23,066	\$18,363	\$28,067	\$21,492	6.4	\$1,571	73
419 COMMERCIAL CREDIT DEPT MANAGER								
\$20 TO \$29 MILLION	12	\$22,589 *	\$14,956	\$20,796	\$19,400	14.1	\$165	1
\$30 TO \$39 MILLION	7	\$24,807 *	\$23,670	\$23,670	\$25,750 *	60.9	\$1,328	4
\$40 TO \$49 MILLION	11	\$26,631	\$25,549	\$28,116	\$22,000 *	15.0	\$940	2
\$50 TO \$99 MILLION	59	\$20,943	\$19,577	\$29,616	\$18,520 *	1.0-	\$1,206	19
\$100 TO \$249 MILLION	107	\$25,306	\$19,464	\$30,788	\$22,700	5.4-	\$1,622	29
\$250 TO \$499 MILLION	61	\$28,727	\$22,626	\$35,559	\$27,125	4.3	\$2,264	9
\$500 TO \$999 MILLION	40	\$34,734	\$26,699	\$40,399	\$31,808	11.6	\$3,649	11
\$1 BILLION AND OVER	47	\$48,937	\$37,819	\$60,771	\$41,625	4.8	\$12,699	11
ALL BANKS	351	\$29,570	\$25,169	\$39,092	\$26,005	4.0	\$3,168	88

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
420 CONSUMER LOAN DEPT MANAGER							
UNDER \$20 MILLION	9	\$27,139	\$23,748 \$31,467	\$25,000	7.8	\$2,388	5
\$20 TO \$29 MILLION	14	\$21,981	\$19,600 \$26,074	\$21,300	18.3	\$1,303	4
\$30 TO \$39 MILLION	13	\$23,764 *	\$19,667 \$22,001	\$22,425 *	1.9	\$4,633	9
\$40 TO \$49 MILLION	19	\$22,319	\$19,288 \$22,641	\$20,500	5.1-	\$3,448	7
\$50 TO \$99 MILLION	83	\$26,530	\$21,644 \$33,294	\$26,000	1.4	\$2,806	24
\$100 TO \$249 MILLION	159	\$32,457	\$24,551 \$38,512	\$31,450	4.8	\$2,520	44
\$250 TO \$499 MILLION	74	\$37,092	\$28,580 \$47,195	\$36,898	11.8	\$3,711	19
\$500 TO \$999 MILLION	40	\$41,517	\$31,719 \$49,233	\$41,734	4.3	\$4,148	10
\$1 BILLION AND OVER	45	\$50,374	\$38,836 \$60,269	\$50,802	19.5	\$6,982	12
ALL BANKS	456	\$33,596	\$27,304 \$42,596	\$32,265	8.5	\$3,410	134
421 MORTGAGE LOAN DEPT MANAGER							
UNDER \$20 MILLION	5	\$26,380		\$18,900		\$8,378	2
\$20 TO \$29 MILLION	5	\$25,287 *	\$22,504 \$24,004	\$23,000	24.6-	\$650	2
\$30 TO \$39 MILLION	7	\$20,208	\$17,000 \$25,000	\$22,000	12.7-	\$1,050	2
\$40 TO \$49 MILLION	10	\$27,625	\$20,333 \$30,333	\$27,330	5.8-	\$2,422	3
\$50 TO \$99 MILLION	54	\$29,276	\$25,417 \$38,160	\$28,300	.7-	\$2,029	11
\$100 TO \$249 MILLION	80	\$35,940	\$26,050 \$41,410	\$35,125	17.1	\$3,263	26
\$250 TO \$499 MILLION	58	\$40,005	\$30,138 \$47,403	\$38,750	3.3	\$4,745	17
\$500 TO \$999 MILLION	35	\$45,624	\$34,840 \$54,964	\$42,000		\$4,785	9
\$1 BILLION AND OVER	39	\$63,585	\$48,434 \$77,078	\$62,250	24.5	\$12,506	15
ALL BANKS	293	\$39,323	\$31,736 \$49,970	\$37,200	8.1	\$5,125	87
422 COMMERCIAL LOAN DEPT MANAGER							
UNDER \$20 MILLION	10	\$31,414	\$24,093 \$35,140	\$35,020	45.9	\$3,068	2
\$20 TO \$29 MILLION	10	\$32,723	\$27,575 \$38,625	\$31,750	27.5	\$2,613	5
\$30 TO \$39 MILLION	8	\$25,560	\$22,167 \$39,267	\$26,850	12.0-	\$1,778	4
\$40 TO \$49 MILLION	13	\$35,650 *	\$36,800 \$55,000	\$37,000	5.7	\$2,917	5
\$50 TO \$99 MILLION	86	\$36,150	\$27,631 \$43,429	\$37,500	7.1	\$4,025	29
\$100 TO \$249 MILLION	153	\$44,169	\$32,234 \$51,069	\$46,000	8.2	\$6,032	51
\$250 TO \$499 MILLION	74	\$52,799	\$39,240 \$62,364	\$50,500	3.1	\$5,814	23
\$500 TO \$999 MILLION	40	\$52,788	\$39,875 \$63,616	\$50,480	2.0-	\$9,051	12
\$1 BILLION AND OVER	50	\$73,241	\$55,238 \$87,995	\$66,100	8.4	\$16,100	16
ALL BANKS	444	\$46,940	\$36,628 \$58,154	\$45,563	8.5	\$6,566	147
423 SR TRUST OFFICER							
UNDER \$20 MILLION	2	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	5	\$25,210		\$25,000	7.7-	\$2,000	2
\$40 TO \$49 MILLION	8	\$27,409	\$25,550 \$31,550	\$26,750	8.8	\$1,000	1
\$50 TO \$99 MILLION	68	\$35,030	\$28,348 \$42,721	\$34,675	5.1	\$3,748	23
\$100 TO \$249 MILLION	201	\$43,785	\$31,660 \$50,985	\$43,996	4.8	\$4,116	66
\$250 TO \$499 MILLION	91	\$53,500	\$37,847 \$60,943	\$50,560	3.6	\$7,075	32
\$500 TO \$999 MILLION	42	\$61,031	\$45,227 \$71,433	\$61,255	7.6	\$10,840	15
\$1 BILLION AND OVER	46	\$84,888	\$60,420 \$96,879	\$82,000	18.0	\$17,637	19
ALL BANKS	465	\$49,637	\$38,671 \$61,830	\$46,163	4.9	\$6,870	159

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NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
424 TRUST OPERATIONS MANAGER							
UNDER \$20 MILLION	4	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA					
\$40 TO \$49 MILLION	7	\$23,663	\$22,956	\$24,708			
\$50 TO \$99 MILLION	34	\$19,072	\$15,776	\$23,817	39.4	\$3,000	1
\$100 TO \$249 MILLION	127	\$24,106	\$18,548	\$29,594	4.9	\$5,326	7
\$250 TO \$499 MILLION	68	\$27,762	\$22,081	\$34,247	2.3	\$1,678	30
\$500 TO \$999 MILLION	43	\$30,690	\$23,952	\$37,243	9.8	\$1,961	12
\$1 BILLION AND OVER	51	\$46,675	\$35,662	\$55,430	10.4	\$2,862	9
ALL BANKS	339	\$28,662	\$23,991	\$37,414	8.1	\$6,073	9
				\$25,896	10.2	\$2,830	69
425 TELEPHONE SUPERVISOR							
UNDER \$20 MILLION	1	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA					
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA					
\$100 TO \$249 MILLION	11	\$15,080	\$11,885	\$17,811			
\$250 TO \$499 MILLION	13	\$16,243 *	\$10,836	\$15,287	13.3	\$1,075	1
\$500 TO \$999 MILLION	18	\$17,244	\$13,879	\$21,955	6.0	\$1,193	3
\$1 BILLION AND OVER	31	\$25,539	\$20,524	\$31,803	2.3	\$1,414	1
ALL BANKS	79	\$19,711	\$16,427	\$25,232	18.0	\$1,644	2
				\$16,690	.5	\$1,268	8
426 COMPENSATION & BENEFITS MGR							
UNDER \$20 MILLION	1	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA					
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA					
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA					
\$100 TO \$249 MILLION	12	\$27,716	\$20,799	\$33,201	25.4	\$5,613	2
\$250 TO \$499 MILLION	13	\$24,854	\$21,620	\$31,287	5.8	\$1,775	3
\$500 TO \$999 MILLION	29	\$26,094	\$22,360	\$33,100	9.2	\$1,669	4
\$1 BILLION AND OVER	42	\$44,614	\$36,115	\$57,088	25.4	\$5,406	11
ALL BANKS	106	\$33,106	\$29,156	\$45,082	19.6	\$3,645	23
427 PAYROLL SUPERVISOR							
UNDER \$20 MILLION	2	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	5	\$15,593		\$16,016	9.0	\$1,125	2
\$40 TO \$49 MILLION	5	\$15,747 *	\$15,957	\$17,367	8.1-	\$2,000	1
\$50 TO \$99 MILLION	28	\$17,468	\$11,387	\$19,140	14.6	\$1,528	8
\$100 TO \$249 MILLION	51	\$16,840	\$13,259	\$19,985	9.9	\$1,370	14
\$250 TO \$499 MILLION	32	\$17,018	\$13,214	\$20,148	8.0	\$1,055	4
\$500 TO \$999 MILLION	25	\$18,728	\$14,427	\$21,260	3.4	\$1,161	5
\$1 BILLION AND OVER	52	\$24,072	\$19,391	\$29,829	2.2-	\$2,463	4
ALL BANKS	203	\$19,045	\$15,652	\$23,832	6.3	\$1,374	42

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NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
428 INTERNAL AUDIT MANAGER							
UNDER \$20 MILLION	1	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	5	\$16,374 *	\$10,000	\$12,000	\$17,425 *	2.1-	\$500 1
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA					
\$50 TO \$99 MILLION	49	\$23,371	\$19,676	\$30,569	\$21,500	7.5	\$1,808 16
\$100 TO \$249 MILLION	92	\$27,737	\$20,992	\$34,396	\$26,942	3.6	\$2,743 18
\$250 TO \$499 MILLION	69	\$33,371	\$26,155	\$41,703	\$33,500	4.7	\$3,976 19
\$500 TO \$999 MILLION	48	\$39,360	\$30,990	\$48,199	\$38,375	1.0	\$3,407 11
\$1 BILLION AND OVER	54	\$50,254	\$38,564	\$60,259	\$48,600	5.9	\$7,075 14
ALL BANKS	326	\$33,415	\$28,382	\$44,757	\$31,755	5.9	\$3,607 84
429 SECURITY MANAGER							
UNDER \$20 MILLION	3	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA					
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA					
\$50 TO \$99 MILLION	18	\$23,064 *	\$15,650	\$22,740	\$22,175	9.2	\$265 3
\$100 TO \$249 MILLION	55	\$25,658	\$19,351	\$31,585	\$23,790		\$2,502 14
\$250 TO \$499 MILLION	47	\$29,593	\$22,542	\$34,417	\$27,300	10.1	\$2,508 10
\$500 TO \$999 MILLION	37	\$29,292	\$23,760	\$37,307	\$29,160	11.8	\$2,573 6
\$1 BILLION AND OVER	59	\$38,510	\$29,253	\$45,776	\$37,095	15.2	\$5,380 8
ALL BANKS	227	\$30,049	\$24,265	\$38,239	\$28,418	10.1	\$2,664 47
430 CONSUMER LOAN COLLECTION MGR							
UNDER \$20 MILLION	3	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	7	\$16,719	\$12,500	\$18,000	\$16,050	7.0	\$379 3
\$30 TO \$39 MILLION	6	\$16,299	\$14,084	\$16,734	\$15,600	.6	\$958 3
\$40 TO \$49 MILLION	5	\$17,751	\$16,200	\$21,950	\$17,172	43.1	\$2,000 1
\$50 TO \$99 MILLION	49	\$19,378	\$15,730	\$24,601	\$18,007	3.5	\$1,125 14
\$100 TO \$249 MILLION	113	\$21,057	\$15,490	\$23,566	\$19,960	2.4	\$1,340 32
\$250 TO \$499 MILLION	63	\$22,327	\$17,899	\$27,102	\$21,613	8.0	\$1,776 9
\$500 TO \$999 MILLION	36	\$23,813	\$20,450	\$31,620	\$22,738	3.7-	\$1,756 9
\$1 BILLION AND OVER	48	\$31,858	\$26,030	\$40,629	\$29,793	9.5	\$2,290 5
ALL BANKS	330	\$22,689	\$18,944	\$29,057	\$21,476	5.8	\$1,413 77
431 TRAINING DIRECTOR							
UNDER \$20 MILLION	1	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA					
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA					
\$50 TO \$99 MILLION	19	\$16,302	\$13,951	\$20,477	\$16,000	6.8-	\$567 3
\$100 TO \$249 MILLION	59	\$19,034	\$15,354	\$24,443	\$17,850	5.6	\$1,105 13
\$250 TO \$499 MILLION	30	\$21,611	\$17,422	\$27,023	\$20,403	2.0	\$1,340 6
\$500 TO \$999 MILLION	34	\$24,522	\$20,767	\$32,312	\$22,477	6.3-	\$1,351 3
\$1 BILLION AND OVER	48	\$36,045	\$29,448	\$45,707	\$35,400	12.9	\$3,687 6
ALL BANKS	197	\$24,315	\$21,208	\$32,921	\$21,350	.2-	\$1,512 34

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NATIONAL RESULT 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	% CHANGE OVER 1984 MEDIAN BASE SALARY	MEAN INCENTIVE AWARD	BANKS REPORTING INCENTIVE AWARDS
432 EMPLOYMENT MANAGEMENT							
UNDER \$20 MILLION	1	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA					
\$100 TO \$249 MILLION	10	\$31,926	\$25,934 \$39,840	\$22,670 *	3.3-	\$6,765	1
\$250 TO \$499 MILLION	16	\$26,857	\$23,019 \$35,061	\$23,064	12.5	\$1,364	4
\$500 TO \$999 MILLION	16	\$26,781	\$22,442 \$33,523	\$25,925	12.7	\$2,939	2
\$1 BILLION AND OVER	46	\$36,864	\$29,509 \$46,001	\$32,424	2.0	\$4,975	7
ALL BANKS	93	\$32,035	\$26,918 \$41,368	\$29,224	12.4	\$3,552	15
433 SR BUSINESS DEVELOPMENT OFFICE							
UNDER \$20 MILLION	3	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA					
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA					
\$50 TO \$99 MILLION	31	\$42,155	\$30,627 \$49,997	\$38,100	1.6	\$7,144	10
\$100 TO \$249 MILLION	52	\$38,172	\$27,890 \$43,863	\$36,465	1.4-	\$4,285	22
\$250 TO \$499 MILLION	38	\$40,996	\$30,774 \$48,700	\$40,715	1.8	\$10,004	17
\$500 TO \$999 MILLION	26	\$45,052	\$33,795 \$53,970	\$42,121	10.8	\$7,212	7
\$1 BILLION AND OVER	27	\$54,617	\$43,497 \$67,442	\$50,850	1.8-	\$8,605	6
ALL BANKS	183	\$42,736	\$33,457 \$52,752	\$40,900	7.1	\$6,902	65
434 SR INTERNATIONAL BANKING OFFICE							
UNDER \$20 MILLION	1	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA					
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA					
\$100 TO \$249 MILLION	10	\$36,980	\$27,260 \$39,812	\$35,500	14.9-	\$2,954	4
\$250 TO \$499 MILLION	7	\$36,196	\$30,941 \$45,707	\$33,500	20.2-	\$1,500	1
\$500 TO \$999 MILLION	11	\$43,142	\$32,487 \$49,149	\$43,310	1.1	\$2,987	5
\$1 BILLION AND OVER	43	\$62,508	\$44,262 \$71,092	\$60,500	6.1	\$10,244	16
ALL BANKS	75	\$53,502	\$40,242 \$63,255	\$48,450	1.9-	\$7,391	26
435 SR INVESTMENT OFFICER							
UNDER \$20 MILLION	4	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	6	\$27,903		\$25,525		\$1,304	3
\$40 TO \$49 MILLION	5	\$28,253		\$21,100	27.3-	\$4,000	1
\$50 TO \$99 MILLION	28	\$32,735	\$26,292 \$40,864	\$33,000	2.5	\$3,172	7
\$100 TO \$249 MILLION	89	\$40,297	\$28,012 \$44,696	\$39,220	4.6	\$7,275	28
\$250 TO \$499 MILLION	59	\$45,182	\$33,847 \$53,208	\$44,754	11.9	\$6,098	20
\$500 TO \$999 MILLION	41	\$50,238	\$36,442 \$57,221	\$49,500	5.5	\$9,733	12
\$1 BILLION AND OVER	54	\$72,032	\$52,645 \$84,240	\$66,600	4.1	\$13,669	19
ALL BANKS	288	\$47,812	\$37,831 \$59,718	\$44,950	7.0	\$8,051	91

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NATIONAL RESULT 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE</u>	<u>MEDIAN BASE SALARY</u>	<u>% CHANGE OVER 1984 MEDIAN BASE SALARY</u>	<u>MEAN INCENTIVE AWARD</u>	<u>BANKS REPORTING INCENTIVE AWARDS</u>
			<u>MINIMUM</u> <u>MAXIMUM</u>				
436 SR CORRESPONDENT BANKING OFFIC							
UNDER \$20 MILLION	1	INSUFFICIENT DATA					
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA					
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA					
\$50 TO \$99 MILLION	5	\$28,225		\$23,700	25.8-		
\$100 TO \$249 MILLION	22	\$37,074	\$28,665	\$34,275	7.0-	\$9,727	5
\$250 TO \$499 MILLION	26	\$46,336	\$37,051	\$56,361	4.4	\$4,811	7
\$500 TO \$999 MILLION	18	\$47,370	\$34,253	\$54,050	.4-	\$5,468	5
\$1 BILLION AND OVER	30	\$55,074	\$42,130	\$66,206	5.8	\$5,379	10
ALL BANKS	104	\$46,197	\$37,357	\$58,793	3.1	\$5,850	28

Regional Results

Region I New England

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

GEOGRAPHIC REGION I RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN LNTH OF SERVICE	AGE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA			2				
\$50 TO \$99 MILLION	6	\$9,335	\$8,671	\$11,823	\$9,642				
\$100 TO \$249 MILLION	7	\$9,457	\$8,281	\$10,959	\$9,986				
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	23	\$9,198	\$8,353	\$11,328	\$9,300				4
102 GENERAL CLERK									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$11,528	\$10,240	\$14,030	\$11,710				5
\$100 TO \$249 MILLION	5	\$10,753	\$8,461	\$12,030	\$10,140				9
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	5	\$10,316	\$8,625	\$13,756	\$10,000				62
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	23	\$10,812	\$9,356	\$13,663	\$10,100				21
103 CLERK TYPIST									
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	5	\$9,493	\$8,419	\$11,133	\$9,360				2
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	15	\$9,637	\$8,802	\$11,936	\$9,360				4
104 DATA ENTRY OPERATOR									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$9,927	\$8,814	\$12,402	\$10,000				3
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	5	\$10,189	\$8,905	\$13,863	\$9,700				6
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	21	\$10,480	\$9,031	\$12,990	\$10,076				5

GEOGRAPHIC REGION I RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>MEAN LNTH OF SERVICE</u>	<u>VRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
105 MAIL CLERK								
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA						
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA						
\$250 TO \$499 MILLION	5	\$9,391	\$8,160	\$11,329	\$8,905	2		
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA						
\$1 BILLION AND OVER	2	INSUFFICIENT DATA						
ALL BANKS	16	\$8,972	\$8,431	\$11,679	\$8,968	4		
106 ACCOUNTING CLERK - SR								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	5	\$15,274	\$12,895	\$17,667	\$14,300	3		
\$100 TO \$249 MILLION	6	\$15,551	\$12,282	\$15,899	\$15,652	1		
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA						
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA						
ALL BANKS	17	\$14,585	\$11,647	\$15,777	\$13,900	3		
107 ACCOUNTING CLERK								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA						
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	10	\$11,698	\$10,043	\$13,999	\$10,901	4		
\$100 TO \$249 MILLION	8	\$11,618	\$9,157	\$13,022	\$11,651	3		
\$250 TO \$499 MILLION	5	\$10,191	\$9,322	\$13,110	\$10,244	4		
\$500 TO \$999 MILLION	5	\$10,428	\$9,082	\$13,613	\$10,868	4		
\$1 BILLION AND OVER	1	INSUFFICIENT DATA						
ALL BANKS	31	\$11,319	\$9,579	\$13,690	\$11,024	4		
108 PROOF MACHINE OPERATOR								
UNDER \$20 MILLION	1	INSUFFICIENT DATA						
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA						
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	9	\$9,651	\$8,961	\$12,751	\$9,900	3		
\$100 TO \$249 MILLION	6	\$10,946	\$8,849	\$12,443	\$10,225	4		
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA						
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA						
\$1 BILLION AND OVER	2	INSUFFICIENT DATA						
ALL BANKS	27	\$10,142	\$8,963	\$12,760	\$9,950	8		

GEOGRAPHIC REGION I RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE</u>		<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
109 WORD PROCESSING OPERATOR									
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	11	\$11,295	\$10,040	\$14,327	\$10,608	4			
110 BOOKKEEPING MACHINE OPERATOR									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
ALL BANKS	3	INSUFFICIENT DATA							
111 MAINTENANCE SERVICE WORKER									
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	5	\$12,062	\$9,898	\$13,351	\$13,000	2			
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
ALL BANKS	13	\$11,645	\$9,768	\$13,535	\$12,740	3			
112 CUSTODIAN									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$11,732	\$9,996	\$14,234	\$11,600	2			
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
ALL BANKS	18	\$10,857	\$8,972	\$12,420	\$10,572	5			

GEOGRAPHIC REGION I RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE</u>		<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>MEAN AGE</u>	<u>LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
113 MESSENGER										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	5	\$10,208	\$8,625	\$10,847	\$10,400	1				
\$250 TO \$499 MILLION	5	\$10,509	\$8,451	\$11,818	\$10,469	3				
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	19	\$10,659	\$8,713	\$12,220	\$10,469	4				
114 SECURITY GUARD										
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	5	\$11,582	\$9,129	\$13,841	\$11,480	4				
201 SAFE DEPOSIT CLERK										
\$50 TO \$99 MILLION	7	\$10,539	\$9,326	\$13,050	\$9,700	1				
\$100 TO \$249 MILLION	5	\$10,853	\$9,537	\$12,441	\$10,660	1				
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	22	\$10,885	\$9,139	\$12,896	\$10,920	2				
202 RECEPTIONIST										
\$50 TO \$99 MILLION	8	\$10,852	\$9,392	\$13,034	\$10,660	2				
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	18	\$11,158	\$9,612	\$13,353	\$10,760	4				

GEOGRAPHIC REGION I RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
203 NEW ACCOUNTS REPRESENTATIVE										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	9	\$12,334	\$10,466	\$15,029	\$11,583	3				
\$100 TO \$249 MILLION	8	\$11,940	\$10,093	\$13,643	\$11,813	6				
\$250 TO \$499 MILLION	6	\$11,421	\$10,092	\$14,690	\$11,372	15				
\$500 TO \$999 MILLION	5	\$12,263	\$10,968	\$16,058	\$12,900	29				
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	32	\$12,120	\$10,521	\$14,978	\$11,944	13				
204 TELEPHONE OPERATOR										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	6	\$9,421	\$8,648	\$11,667	\$9,653	1				
\$100 TO \$249 MILLION	7	\$9,968	\$8,824	\$11,573	\$10,000	1				
\$250 TO \$499 MILLION	6	\$10,484	\$8,472	\$11,747	\$10,100	2				
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	27	\$10,232	\$8,778	\$12,169	\$10,192	2				
205 SECRETARY										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	8	\$11,944	\$9,969	\$14,122	\$11,876	3				
\$100 TO \$249 MILLION	6	\$12,528	\$9,973	\$13,908	\$12,930	4				
\$250 TO \$499 MILLION	5	\$10,917	\$9,224	\$13,363	\$10,677	6				
\$500 TO \$999 MILLION	5	\$11,118	\$9,519	\$13,531	\$11,500	13				
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	27	\$12,146	\$9,989	\$14,277	\$11,752	17				
206 EXECUTIVE SECRETARY										
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	6	\$14,948	\$11,196	\$16,112	\$14,314	2				
\$100 TO \$249 MILLION	8	\$16,709	\$12,649	\$18,113	\$16,537	1				
\$250 TO \$499 MILLION	5	\$13,512	\$10,965	\$16,346	\$13,011	5				
\$500 TO \$999 MILLION	5	\$14,512	\$11,377	\$16,936	\$13,988	6				
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	27	\$15,946	\$12,107	\$17,777	\$14,508	4				

GEOGRAPHIC REGION I RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPL YVES SUPERVISED
207 LEGAL SECRETARY										
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	5	\$13,235	\$11,163	\$16,041	\$14,820	1				
208 UNIVERSAL TELLER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	10	\$10,339	\$9,306	\$12,931	\$9,971	20				
\$100 TO \$249 MILLION	8	\$10,553	\$9,118	\$12,587	\$10,204	30				
\$250 TO \$499 MILLION	5	\$10,070	\$8,712	\$12,621	\$10,221	79				
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	32	\$10,445	\$9,244	\$13,265	\$10,132	58				
209 HEAD TELLER										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	10	\$12,785	\$11,426	\$15,866	\$12,870	3				
\$100 TO \$249 MILLION	8	\$12,247	\$10,669	\$14,714	\$12,684	5				
\$250 TO \$499 MILLION	6	\$11,640	\$10,425	\$15,228	\$11,621	9				
\$500 TO \$999 MILLION	5	\$11,958	\$10,548	\$15,896	\$12,025	18				
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	33	\$12,706	\$11,059	\$15,867	\$12,589	10				
301 SR COMMERCIAL LOAN OFFICER										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	7	\$36,443	\$29,325	\$52,500	\$36,200	2	42	10	8	7
\$100 TO \$249 MILLION	6	\$45,283	\$33,100	\$47,900	\$45,150	1	39	3	2	3
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	5	\$53,452	\$38,138	\$59,795	\$52,000	3	52	19	9	12
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	26	\$44,703	\$33,430	\$53,391	\$44,306	4	43	11	6	7

GEOGRAPHIC REGION I RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED	
302 COMMERCIAL LOAN OFFICER										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	5	\$30,732	\$24,010	\$36,405	\$29,600	9	43	10	6	8
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	20	\$28,858	\$22,379	\$33,791	\$29,300	7	42	8	4	3
303 SR CONSUMER LOAN OFFICER										
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	15	\$35,364	\$28,477	\$43,017	\$35,300	1	41	12	5	9
304 CONSUMER LOAN OFFICER										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	9	\$20,743	\$17,425	\$25,290	\$19,000	1	39	11	6	3
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	5	\$21,779	\$18,138	\$33,715	\$23,500	4	39	7	3	3
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	23	\$21,173	\$17,262	\$27,331	\$21,000	6	39	10	5	3
305 SR MORTGAGE LOAN OFFICER										
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	13	\$37,648	\$32,175	\$48,907	\$37,085	1	43	11	7	6

GEOGRAPHIC REGION I RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
306 MORTGAGE LOAN OFFICER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$20,834	\$20,300	\$27,600	\$21,000	1	39	11	3
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA							2
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	20	\$23,487	\$19,613	\$28,532	\$22,381	3	40	10	5
307 TRUST ACCOUNT ADMINISTRATOR									2
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	10	\$26,341	\$24,405	\$36,021	\$23,100 *	2	51	17	5
308 CORPORATE TRUST OFFICER									2
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	7	\$43,803	\$32,554	\$55,148	\$37,800	2	44	7	4
309 PERSONAL TRUST OFFICER									3
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
ALL BANKS	4	INSUFFICIENT DATA							

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION I RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>VRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
310 STAFF ATTORNEY									
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	7	\$36,954	\$30,607 \$46,837	\$37,598	2	35	8	6	1
311 INTERNAL AUDITOR									
\$50 TO \$99 MILLION	5	\$20,800	\$17,550 \$24,017	\$21,000	1	38	10	2	
\$100 TO \$249 MILLION	5	\$22,422		\$22,500	1	34	9	4	2
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	5	\$26,275	\$20,342 \$35,434	\$23,250	4	37	7	6	4
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	21	\$23,836	\$19,772 \$31,372	\$22,750	3	37	9	4	3
312 LOAN REVIEW OFFICER									
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	8	\$31,588	\$26,111 \$39,828	\$32,500	1	33	6	3	1
313 BUSINESS DEVELOPMENT OFFICER									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	9	\$24,119	\$21,926 \$35,179	\$25,982	3	42	9	2	2

GEOGRAPHIC REGION I RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
314 SYSTEMS ANALYST									
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	6	\$28,241	\$22,822 \$35,292	\$26,148	2	34	12	3	2
315 SR COMPUTER PROGRAMMER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	6	\$27,128	\$23,562 \$35,966	\$27,694	10	39	4	3	4
316 COMPUTER PROGRAMMER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	9	\$18,433	\$18,269 \$27,024	\$19,493	6	30	4	3	
317 SR COMPUTER OPERATOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	7	\$15,623	\$13,594 \$19,197	\$14,685	4	34	6	4	1

GEOGRAPHIC REGION I RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
318 COMPUTER OPERATOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	15	\$12,628	\$10,958	\$16,302	\$12,700	4	30	4	2
319 STAFF APPRAISER									
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
ALL BANKS	2	INSUFFICIENT DATA							
320 CONSUMER LOAN COLLECTOR									
\$50 TO \$99 MILLION	5	\$15,263	\$12,633	\$18,100	\$14,300	1	36	4	2
\$100 TO \$249 MILLION	6	\$15,774		\$16,790	\$13,550	1	35	4	2
\$250 TO \$499 MILLION	5	\$13,039	\$11,157	\$12,797		3	33	6	3
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	20	\$14,876	\$12,203	\$17,983	\$14,150	2	35	5	2
321 PERSONNEL ASSISTANT									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
ALL BANKS	11	\$14,567	\$12,351	\$18,626	\$14,064	1	38	6	3

GEOGRAPHIC REGION I RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
322 EMPLOYMENT INTERVIEWER									
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	6	\$16,907	\$16,004 \$22,691	\$16,350	1	30	4	3	
323 ASST BRANCH MANAGER(LARGE +31)									
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	2	INSUFFICIENT DATA							
324 ASST BRANCH MANAGER(MED 10-30)									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	5	\$17,300	\$13,789 \$20,639	\$15,949	4	36	10	3	11
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
ALL BANKS	13	\$17,833	\$15,347 \$22,873	\$18,373	4	37	9	4	10
325 ASST BRANCH MANAGER(SMALL 10)									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$13,544	\$12,775 \$18,433	\$14,112	2	34	7	2	6
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	6	\$15,654	\$13,591 \$20,321	\$14,435	5	38	10	4	6
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
ALL BANKS	18	\$15,309	\$13,864 \$20,586	\$14,463	5	36	9	3	6

GEOGRAPHIC REGION I RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	5	\$22,420	\$20,594 \$32,334	\$20,400 *	2	37	6	4	12
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	11	\$21,472	\$18,395 \$28,454	\$21,500	3	34	8	3	7
327 OFFICER TRAINEE (B.A.)									
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	8	\$15,723	\$14,232 \$21,959	\$14,800	3	29	3	1	4
328 OFFICER TRAINEE (M.A.)									
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	1	INSUFFICIENT DATA							
329 ADVERTISING OFFICER									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	5	\$27,316 *	\$17,856 \$26,576	\$21,600	1	31	4	1	5
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	9	\$29,744	\$22,410 \$33,377	\$26,500	1	37	7	6	3

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES. ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION I RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
330 NEW ACCOUNTS OFFICER										
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	9	\$17,681	\$16,093	\$23,887	\$16,526	13	42	13	2	5
401 CHIEF EXECUTIVE OFFICER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	10	\$66,670	\$48,825	\$81,500	\$67,500	2	51	13	8	42
\$100 TO \$249 MILLION	8	\$89,223	\$72,439	\$107,032	\$84,750	1	52	9	7	93
\$250 TO \$499 MILLION	6	\$132,834	\$82,350	\$141,600	\$135,003	1	57	19	10	220
\$500 TO \$999 MILLION	5	\$167,090	\$112,571	\$169,325	\$140,000	1	48	10	13	611
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	34	\$108,992	\$97,706	\$150,972	\$84,750 *	1	51	14	8	118
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	5	\$71,431			\$67,000	1	48	12	4	73
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	19	\$78,120	\$72,240	\$110,765	\$67,000 *	1	49	13	5	45
403 CHIEF FINANCIAL OFFICER										
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	7	\$44,466	\$38,191	\$55,514	\$42,500	1	47	9	4	11
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	5	\$67,234	\$53,912	\$87,359	\$72,500	1	54	15	7	24
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	22	\$56,037	\$43,163	\$67,372	\$48,250	1	46	10	5	12

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GEOGRAPHIC REGION I RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
404 SR OPERATIONS OFFICER										
\$50 TO \$99 MILLION	8	\$38,788	\$32,420	\$51,040	\$38,750	2	42	14	8	19
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	20	\$44,587	\$36,510	\$58,027	\$43,300	2	42	16	8	31
405 OPERATIONS OFFICER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	7	\$21,777	\$20,556	\$30,075	\$22,000	1	42	13	4	10
\$100 TO \$249 MILLION	7	\$24,303	\$21,005	\$27,077	\$25,000	1	42	13	5	15
\$250 TO \$499 MILLION	5	\$27,720	\$20,017	\$30,838	\$28,000	1	36	15	3	25
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	27	\$26,932	\$23,061	\$34,005	\$25,000	2	41	14	4	17
406 PERSONNEL OFFICER/DIRECTOR										
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	6	\$25,603	\$19,400	\$32,767	\$25,300	1	52	17	6	3
\$100 TO \$249 MILLION	6	\$27,333	\$23,800	\$32,550	\$25,400	1	43	9	3	14
\$250 TO \$499 MILLION	6	\$36,272	\$27,775	\$44,863	\$37,100	1	45	13	6	5
\$500 TO \$999 MILLION	5	\$37,880	\$35,805	\$55,587	\$34,000 *	1	38	5	6	32
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	26	\$34,712	\$31,449	\$50,046	\$32,009	1	44	11	5	11
407 MARKETING OFFICER										
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	5	\$34,735	\$24,956	\$40,034	\$37,000	1	41	21	7	4
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	15	\$42,733	\$29,902	\$46,679	\$42,286	1	44	12	6	3

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GEOGRAPHIC REGION I RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
408 CONTROLLER									
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	17	\$39,013	\$32,612 \$49,628	\$33,875	1	37	6	3	7
409 GENERAL ACCOUNTING MANAGER									
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	11	\$25,370	\$20,321 \$30,488	\$22,600	1	35	11	3	6
410 BRANCH ADMINISTRATION OFFICER									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	5	\$47,964	\$34,893 \$57,939	\$45,510	1	45	13	5	94
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	13	\$45,379	\$37,529 \$61,609	\$47,000	1	43	15	4	113
411 BRANCH MANAGER (LARGE +31)									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	8	\$36,679	\$29,050 \$43,479	\$33,127	5	42	12	6	28

GEOGRAPHIC REGION I RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
412 BRANCH MANAGER (MEDIUM 10-30)										
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	6	\$27,569	\$21,055	\$35,477	\$26,367	5	42	13	8	12
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	18	\$28,490	\$23,059	\$36,749	\$27,400	6	44	15	9	13
413 BRANCH MANAGER (SMALL 10)										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	9	\$19,953	\$16,521	\$25,133	\$19,840	3	42	8	6	9
\$100 TO \$249 MILLION	8	\$21,740	\$18,449	\$30,498	\$22,158	5	38	9	4	14
\$250 TO \$499 MILLION	6	\$21,406	\$17,185	\$28,137	\$20,675	9	42	15	6	6
\$500 TO \$999 MILLION	5	\$21,637	\$18,657	\$32,131	\$22,800	18	41	11	6	7
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	32	\$21,247	\$18,152	\$28,916	\$20,121	8	40	10	5	9
414 DATA PROCESSING DIRECTOR										
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	9	\$49,821	\$46,425	\$70,815	\$41,000 *	1	42	13	5	17
415 COMPUTER CENTER MANAGER										
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	7	\$41,765	\$35,569	\$54,278	\$33,000 *	1	41	12	5	9

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GEOGRAPHIC REGION I RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	7	\$46,911	\$42,573	\$65,854	\$42,598	1	39	10	5	9
417 DP OPERATIONS SUPERVISOR										
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	12	\$21,195	\$19,253	\$28,681	\$17,500 *	1	34	8	4	7
418 PURCHASING MANAGER										
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	5	\$20,934	\$16,644	\$24,734	\$21,300	1	47	14	5	4
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	15	\$22,198	\$17,914	\$26,861	\$21,200	1	50	16	7	3
419 COMMERCIAL CREDIT DEPT MANAGER										
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	8	\$25,415	\$19,980	\$30,233	\$26,800	2	40	8	2	3

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GEOGRAPHIC REGION I RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE</u>		<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
420 CONSUMER LOAN DEPT MANAGER										
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	11	\$36,526	\$31,620	\$48,748	\$31,000 *	1	43	12	5	10
421 MORTGAGE LOAN DEPT MANAGER										
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	8	\$43,906	\$35,445	\$55,461	\$39,400	1	44	16	8	16
422 COMMERCIAL LOAN DEPT MANAGER										
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	9	\$43,300	\$32,400	\$58,450	\$46,500	1	43	9	3	13
423 SR TRUST OFFICER										
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	12	\$58,151	\$51,225	\$81,263	\$46,500 *	1	47	10	7	11

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GEOGRAPHIC REGION I RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE</u>		<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
424 TRUST OPERATIONS MANAGER										
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	11	\$27,916	\$25,123	\$38,500	\$27,500	1	41	11	6	6
425 TELEPHONE SUPERVISOR										
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
426 COMPENSATION & BENEFITS MGR										
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
427 PAYROLL SUPERVISOR										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	7	\$18,905	\$16,105	\$24,299	\$20,000	1	42	18	5	8

GEOGRAPHIC REGION I RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>VRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
428 INTERNAL AUDIT MANAGER									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	10	\$34,980	\$32,258 \$49,386	\$36,150	1	35	7	4	5
429 SECURITY MANAGER									
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	11	\$32,409	\$26,188 \$40,230	\$31,886	1	48	19	7	10
430 CONSUMER LOAN COLLECTION MGR									
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	12	\$21,900	\$19,447 \$29,595	\$20,200	1	41	7	3	7
431 TRAINING DIRECTOR									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	12	\$24,423	\$22,801 \$34,824	\$20,100 *	1	42	9	4	2

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GEOGRAPHIC REGION I RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
432 EMPLOYMENT MANAGEMENT									
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	5	\$31,148	\$27,634 \$40,724	\$28,500	1	35	6	5	3
433 SR BUSINESS DEVELOPMENT OFFICE									
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	4	INSUFFICIENT DATA							
434 SR INTERNATIONAL BANKING OFFIC									
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	1	INSUFFICIENT DATA							
435 SR INVESTMENT OFFICER									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	9	\$46,800	\$37,772 \$58,908	\$41,700	1	42	13	4	3

GEOGRAPHIC REGION I RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
436 SR CORRESPONDENT BANKING OFFIC									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	2	INSUFFICIENT DATA							

Region II Mid Atlantic

New Jersey
New York
Pennsylvania

GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$9,150	\$7,850 \$11,904	\$9,610	4				
\$100 TO \$249 MILLION	23	\$9,736	\$8,045 \$11,484	\$9,758	5				
\$250 TO \$499 MILLION	10	\$9,941	\$8,325 \$11,831	\$9,795	8				
\$500 TO \$999 MILLION	12	\$9,301	\$8,452 \$12,067	\$9,350	7				
\$1 BILLION AND OVER	10	\$9,721	\$8,442 \$12,588	\$9,165	12				
ALL BANKS	66	\$9,589	\$8,224 \$11,896	\$9,498	7				
102 GENERAL CLERK									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	10	\$10,380	\$8,068 \$11,898	\$9,617	3				
\$100 TO \$249 MILLION	28	\$10,556	\$9,018 \$12,846	\$10,739	9				
\$250 TO \$499 MILLION	11	\$11,173	\$8,911 \$13,057	\$10,664	29				
\$500 TO \$999 MILLION	15	\$10,762	\$8,670 \$12,852	\$10,866	28				
\$1 BILLION AND OVER	13	\$10,405	\$9,144 \$14,187	\$9,929	50				
ALL BANKS	78	\$10,616	\$8,839 \$13,001	\$10,573	21				
103 CLERK TYPIST									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$10,350	\$8,275 \$12,353	\$10,659	3				
\$100 TO \$249 MILLION	15	\$10,309	\$8,683 \$12,155	\$10,309	3				
\$250 TO \$499 MILLION	11	\$10,296	\$8,531 \$12,303	\$10,202	6				
\$500 TO \$999 MILLION	12	\$10,315	\$8,771 \$12,587	\$10,088	7				
\$1 BILLION AND OVER	11	\$10,967	\$9,498 \$14,657	\$11,067	46				
ALL BANKS	61	\$10,384	\$8,795 \$12,714	\$10,218	12				
104 DATA ENTRY OPERATOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$10,037	\$8,906 \$12,563	\$10,050	2				
\$100 TO \$249 MILLION	18	\$10,499	\$8,702 \$11,971	\$10,362	2				
\$250 TO \$499 MILLION	13	\$11,367	\$9,186 \$13,423	\$11,229	3				
\$500 TO \$999 MILLION	12	\$11,229	\$9,148 \$13,926	\$11,190	4				
\$1 BILLION AND OVER	13	\$10,969	\$9,453 \$14,418	\$10,834	20				
ALL BANKS	66	\$10,834	\$9,080 \$13,205	\$10,543	6				

GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
105 MAIL CLERK									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	18	\$10,322	\$8,245	\$11,736	\$9,775	1			
\$250 TO \$499 MILLION	13	\$9,951	\$8,192	\$11,697	\$10,345	2			
\$500 TO \$999 MILLION	13	\$9,834	\$8,584	\$12,309	\$9,870	3			
\$1 BILLION AND OVER	11	\$11,300	\$9,419	\$14,725	\$10,969	6			
ALL BANKS	60	\$10,214	\$8,531	\$12,503	\$9,875	3			
106 ACCOUNTING CLERK - SR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$12,367	\$9,421	\$15,248	\$12,350	3			
\$100 TO \$249 MILLION	21	\$14,067	\$11,162	\$16,052	\$13,520	2			
\$250 TO \$499 MILLION	10	\$15,807	\$11,357	\$17,055	\$15,784	2			
\$500 TO \$999 MILLION	14	\$16,667	\$13,310	\$19,616	\$15,366	2			
\$1 BILLION AND OVER	13	\$14,287	\$11,608	\$17,943	\$14,369	14			
ALL BANKS	68	\$14,683	\$11,653	\$17,375	\$14,433	4			
107 ACCOUNTING CLERK									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	11	\$10,373	\$8,656	\$14,090	\$10,083	4			
\$100 TO \$249 MILLION	25	\$12,212	\$10,035	\$14,166	\$11,427	3			
\$250 TO \$499 MILLION	12	\$12,401	\$9,559	\$14,134	\$12,290	3			
\$500 TO \$999 MILLION	14	\$11,579	\$9,732	\$14,135	\$11,417	5			
\$1 BILLION AND OVER	12	\$11,454	\$9,916	\$15,263	\$11,790	18			
ALL BANKS	77	\$11,671	\$9,700	\$14,274	\$11,469	6			
108 PROOF MACHINE OPERATOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	15	\$10,258	\$8,380	\$12,587	\$10,140	2			
\$100 TO \$249 MILLION	31	\$10,488	\$8,664	\$12,651	\$10,443	3			
\$250 TO \$499 MILLION	13	\$11,128	\$8,902	\$12,968	\$10,906	6			
\$500 TO \$999 MILLION	14	\$9,895	\$8,798	\$12,932	\$10,096	10			
\$1 BILLION AND OVER	9	\$10,579	\$9,122	\$13,841	\$11,129	18			
ALL BANKS	88	\$10,374	\$8,742	\$12,811	\$10,213	6			

GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
109 WORD PROCESSING OPERATOR										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	6	\$11,480	\$8,875	\$13,545	\$11,830	2				
\$250 TO \$499 MILLION	7	\$11,557	\$9,587	\$13,803	\$11,538	2				
\$500 TO \$999 MILLION	7	\$11,178	\$9,406	\$13,878	\$11,232	3				
\$1 BILLION AND OVER	9	\$13,765	\$11,226	\$17,080	\$13,053	12				
ALL BANKS	31	\$12,119	\$10,005	\$14,914	\$12,220	5				
110 BOOKKEEPING MACHINE OPERATOR										
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	5	\$11,211	\$9,227	\$12,702	\$11,723	2				
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	12	\$11,370	\$9,675	\$13,369	\$11,454	4				
111 MAINTENANCE SERVICE WORKER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	5	\$11,194	\$9,350	\$15,200	\$11,797	1				
\$100 TO \$249 MILLION	18	\$13,360	\$9,707	\$13,994	\$13,062	1				
\$250 TO \$499 MILLION	7	\$12,051	\$8,612	\$12,464	\$11,180	6				
\$500 TO \$999 MILLION	13	\$14,002	\$10,335	\$15,613	\$13,267	2				
\$1 BILLION AND OVER	13	\$14,406	\$11,133	\$16,818	\$13,535	11				
ALL BANKS	57	\$13,407	\$10,180	\$15,167	\$12,958	4				
112 CUSTODIAN										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	9	\$10,430	\$7,575	\$11,222	\$10,200	2				
\$100 TO \$249 MILLION	14	\$10,221	\$8,224	\$11,893	\$10,111	3				
\$250 TO \$499 MILLION	7	\$9,708	\$7,865	\$10,938	\$9,500	6				
\$500 TO \$999 MILLION	11	\$9,526	\$8,250	\$11,905	\$9,516	12				
\$1 BILLION AND OVER	7	\$11,366	\$8,609	\$12,802	\$11,000	9				
ALL BANKS	53	\$9,900	\$7,996	\$11,570	\$9,940	5				

GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
113 MESSENGER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	9	\$9,560	\$8,056	\$11,909	\$9,500	1				
\$100 TO \$249 MILLION	25	\$10,830	\$8,811	\$12,245	\$10,369	2				
\$250 TO \$499 MILLION	13	\$10,277	\$8,278	\$11,727	\$10,556	4				
\$500 TO \$999 MILLION	11	\$10,411	\$8,616	\$12,401	\$10,507	7				
\$1 BILLION AND OVER	11	\$12,237	\$9,527	\$14,466	\$11,670	19				
ALL BANKS	70	\$10,733	\$8,739	\$12,564	\$10,539	6				
114 SECURITY GUARD										
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	7	\$12,114	\$9,415	\$13,704	\$12,600	3				
\$1 BILLION AND OVER	9	\$12,075	\$9,526	\$14,955	\$11,900	36				
ALL BANKS	21	\$11,859	\$9,223	\$13,760	\$11,900	17				
201 SAFE DEPOSIT CLERK										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	18	\$11,197	\$8,739	\$12,670	\$11,092	1				
\$250 TO \$499 MILLION	9	\$11,312	\$8,551	\$12,608	\$11,388	3				
\$500 TO \$999 MILLION	13	\$11,584	\$9,124	\$13,075	\$11,226	3				
\$1 BILLION AND OVER	8	\$12,196	\$9,219	\$14,275	\$12,545	17				
ALL BANKS	54	\$11,320	\$8,857	\$13,038	\$11,292	4				
202 RECEPTIONIST										
\$50 TO \$99 MILLION	8	\$9,962	\$8,332	\$12,395	\$9,800	1				
\$100 TO \$249 MILLION	14	\$11,618	\$8,749	\$12,923	\$11,454	2				
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	8	\$10,882	\$9,154	\$13,797	\$11,520	2				
\$1 BILLION AND OVER	5	\$11,385	\$9,172	\$14,320	\$11,950	1				
ALL BANKS	39	\$11,070	\$8,829	\$13,178	\$11,420	2				

GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
203 NEW ACCOUNTS REPRESENTATIVE									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	13	\$11,430	\$9,566 \$15,248	\$11,072	2				
\$100 TO \$249 MILLION	28	\$12,298	\$10,198 \$15,012	\$12,025	4				
\$250 TO \$499 MILLION	12	\$12,770	\$10,179 \$14,946	\$12,116	13				
\$500 TO \$999 MILLION	16	\$12,966	\$11,112 \$16,397	\$12,937	18				
\$1 BILLION AND OVER	13	\$13,093	\$10,778 \$16,887	\$13,463	38				
ALL BANKS	86	\$12,468	\$10,429 \$15,677	\$12,198	14				
204 TELEPHONE OPERATOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$9,467	\$7,978 \$11,806	\$9,984	1				
\$100 TO \$249 MILLION	26	\$10,454	\$8,669 \$12,178	\$10,189	1				
\$250 TO \$499 MILLION	13	\$11,051	\$8,865 \$12,852	\$10,825	1				
\$500 TO \$999 MILLION	13	\$11,727	\$9,159 \$13,495	\$11,820	1				
\$1 BILLION AND OVER	12	\$11,709	\$9,615 \$14,726	\$11,807	3				
ALL BANKS	71	\$10,957	\$8,952 \$13,042	\$10,848	2				
205 SECRETARY									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$10,766	\$8,902 \$13,419	\$10,922	3				
\$100 TO \$249 MILLION	28	\$11,907	\$9,742 \$14,253	\$12,277	4				
\$250 TO \$499 MILLION	12	\$13,262	\$10,073 \$15,196	\$13,413	6				
\$500 TO \$999 MILLION	15	\$11,898	\$9,676 \$15,014	\$12,185	11				
\$1 BILLION AND OVER	14	\$13,765	\$11,098 \$17,879	\$13,807	36				
ALL BANKS	80	\$12,331	\$9,979 \$15,184	\$12,272	11				
206 EXECUTIVE SECRETARY									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	13	\$14,064	\$11,410 \$16,870	\$14,344	1				
\$100 TO \$249 MILLION	28	\$16,659	\$12,431 \$18,841	\$16,700	1				
\$250 TO \$499 MILLION	14	\$18,151	\$12,562 \$18,819	\$17,640	2				
\$500 TO \$999 MILLION	16	\$18,158	\$13,261 \$19,667	\$16,723	3				
\$1 BILLION AND OVER	13	\$20,351	\$14,677 \$23,516	\$19,632	7				
ALL BANKS	88	\$17,231	\$12,850 \$19,484	\$16,506	3				

GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
207 LEGAL SECRETARY									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$17,237	\$13,293	\$20,720	1				
ALL BANKS	13	\$15,338	\$13,010	\$19,758	2				
208 UNIVERSAL TELLER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	15	\$9,992	\$8,522	\$13,268	16				
\$100 TO \$249 MILLION	31	\$10,331	\$8,798	\$13,114	27				
\$250 TO \$499 MILLION	14	\$10,768	\$9,163	\$13,618	58				
\$500 TO \$999 MILLION	16	\$10,946	\$9,529	\$14,394	98				
\$1 BILLION AND OVER	14	\$11,032	\$9,745	\$15,648	166				
ALL BANKS	97	\$10,536	\$9,104	\$13,827	61				
209 HEAD TELLER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	15	\$11,799	\$10,525	\$15,118	3				
\$100 TO \$249 MILLION	29	\$13,873	\$10,908	\$16,060	5				
\$250 TO \$499 MILLION	15	\$14,559	\$11,162	\$16,783	12				
\$500 TO \$999 MILLION	15	\$13,827	\$11,945	\$17,525	16				
\$1 BILLION AND OVER	12	\$14,935	\$12,308	\$19,204	43				
ALL BANKS	92	\$13,807	\$11,419	\$16,713	13				
301 SR COMMERCIAL LOAN OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$42,704	\$31,100	\$46,725	1	45	11	7	9
\$100 TO \$249 MILLION	23	\$37,602	\$25,415	\$42,828	1	42	11	4	6
\$250 TO \$499 MILLION	13	\$46,734	\$31,270	\$48,971	1	47	17	6	13
\$500 TO \$999 MILLION	14	\$42,066	\$32,070	\$51,300	2	41	8	6	9
\$1 BILLION AND OVER	13	\$42,720	\$33,377	\$54,581	6	38	8	3	7
ALL BANKS	72	\$41,742	\$30,254	\$48,786	2	43	11	5	8

GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
302 COMMERCIAL LOAN OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$26,575	\$19,926 \$34,184	\$27,740	1	41	9	5	4
\$100 TO \$249 MILLION	18	\$27,075	\$19,102 \$29,815	\$25,747	1	39	10	3	3
\$250 TO \$499 MILLION	11	\$28,502	\$22,082 \$33,496	\$24,875	2	38	9	4	8
\$500 TO \$999 MILLION	13	\$26,457	\$20,753 \$33,385	\$25,200	3	35	7	2	5
\$1 BILLION AND OVER	13	\$28,950	\$23,962 \$38,834	\$28,357	10	31	4	3	6
ALL BANKS	63	\$27,548	\$21,301 \$33,800	\$26,825	4	37	8	3	4
303 SR CONSUMER LOAN OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$26,144 *	\$17,098 \$24,856	\$28,150 *	1	40	11	5	3
\$100 TO \$249 MILLION	15	\$34,844	\$23,248 \$40,430	\$34,109	1	47	13	5	9
\$250 TO \$499 MILLION	7	\$42,124 *	\$25,925 \$37,588	\$36,200	1	44	20	7	18
\$500 TO \$999 MILLION	8	\$34,578	\$26,656 \$42,379	\$35,750	1	42	15	3	16
\$1 BILLION AND OVER	10	\$38,144	\$31,288 \$50,373	\$37,572	4	38	11	5	41
ALL BANKS	49	\$35,088	\$25,459 \$40,804	\$34,109	2	43	13	5	16
304 CONSUMER LOAN OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$15,418	\$12,765 \$18,365	\$16,680	2	38	9	4	2
\$100 TO \$249 MILLION	23	\$21,976	\$16,840 \$27,029	\$20,711	2	39	11	6	5
\$250 TO \$499 MILLION	8	\$23,724	\$17,330 \$27,270	\$21,455	4	49	17	5	11
\$500 TO \$999 MILLION	12	\$24,877	\$17,647 \$27,249	\$23,409	2	36	8	5	8
\$1 BILLION AND OVER	9	\$25,361	\$19,831 \$32,767	\$25,116	10	42	10	3	8
ALL BANKS	63	\$22,314	\$17,237 \$27,031	\$21,300	3	40	11	5	7
305 SR MORTGAGE LOAN OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	14	\$35,256	\$24,228 \$40,964	\$34,204	1	44	14	4	4
\$250 TO \$499 MILLION	8	\$34,798	\$24,815 \$38,069	\$35,000	1	47	20	7	5
\$500 TO \$999 MILLION	5	\$36,953	\$28,300 \$46,700	\$35,724	1	49	17	7	4
\$1 BILLION AND OVER	7	\$40,910	\$34,106 \$53,188	\$37,250	2	37	7	3	8
ALL BANKS	36	\$36,086	\$26,980 \$43,423	\$35,210	1	44	15	5	5

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	12	\$26,326	\$19,199 \$31,940	\$25,175	1	47	17	5	2
\$250 TO \$499 MILLION	12	\$23,759	\$18,886 \$29,772	\$22,468	2	43	13	5	4
\$500 TO \$999 MILLION	14	\$24,653	\$19,493 \$29,386	\$24,929	2	40	10	3	6
\$1 BILLION AND OVER	7	\$28,699	\$22,700 \$37,800	\$31,445	4	36	10	4	7
ALL BANKS	51	\$25,171	\$19,771 \$31,360	\$24,926	2	41	12	4	4
307 TRUST ACCOUNT ADMINISTRATOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	6	\$31,411	\$18,803 \$32,810	\$24,764	1	46	13	6	6
\$250 TO \$499 MILLION	7	\$30,675	\$22,439 \$34,444	\$31,725	1	44	14	5	9
\$500 TO \$999 MILLION	10	\$36,549	\$29,023 \$46,202	\$38,410	2	42	12	5	11
\$1 BILLION AND OVER	6	\$33,743	\$28,438 \$44,154	\$32,200	4	39	11	3	13
ALL BANKS	31	\$32,490	\$24,805 \$39,267	\$31,725	2	42	12	5	9
308 CORPORATE TRUST OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	5	\$31,524 *	\$18,773 \$31,251	\$26,900	1	54	27	14	5
\$250 TO \$499 MILLION	7	\$35,643	\$26,984 \$40,888	\$35,000	1	50	12	4	12
\$500 TO \$999 MILLION	10	\$30,621	\$25,421 \$39,505	\$32,348	1	46	13	4	3
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	27	\$34,540	\$27,316 \$42,485	\$33,950	1	46	14	6	7
309 PERSONAL TRUST OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	9	\$28,084 *	\$18,032 \$28,082	\$25,605	1	44	15	9	4
\$250 TO \$499 MILLION	6	\$30,418	\$24,197 \$36,978	\$31,600	2	46	7	6	
\$500 TO \$999 MILLION	8	\$27,192	\$23,367 \$36,964	\$25,628	3	42	15	7	3
\$1 BILLION AND OVER	7	\$32,211	\$27,101 \$42,701	\$31,555	5	40	10	3	
ALL BANKS	34	\$28,217	\$22,495 \$34,876	\$26,528	3	43	13	7	3

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
310 STAFF ATTORNEY										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	6	\$42,671	\$30,680	\$47,180	\$36,063	3	34	4	3	9
ALL BANKS	13	\$40,600	\$30,389	\$48,013	\$40,692	2	34	5	4	6
311 INTERNAL AUDITOR										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	7	\$18,873	\$15,392	\$23,259	\$16,500	1	32	7	4	1
\$100 TO \$249 MILLION	26	\$23,254	\$17,257	\$26,795	\$21,614	1	38	11	5	2
\$250 TO \$499 MILLION	13	\$22,875	\$18,267	\$28,588	\$22,386	2	38	8	3	3
\$500 TO \$999 MILLION	13	\$22,998	\$20,213	\$30,891	\$20,230	2	36	9	6	4
\$1 BILLION AND OVER	9	\$31,322	\$26,007	\$40,822	\$23,296 *	9	31	8	4	14
ALL BANKS	71	\$23,501	\$19,308	\$29,847	\$21,170	2	36	9	5	3
312 LOAN REVIEW OFFICER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	11	\$30,809	\$22,460	\$34,756	\$30,300	1	46	10	5	3
\$1 BILLION AND OVER	7	\$36,881	\$28,357	\$43,886	\$38,500	2	40	6	2	4
ALL BANKS	31	\$30,637	\$23,914	\$35,891	\$29,900	1	43	11	4	3
313 BUSINESS DEVELOPMENT OFFICER										
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	10	\$32,388	\$22,994	\$37,054	\$31,500	1	47	9	2	4
\$250 TO \$499 MILLION	6	\$31,699	\$25,000	\$37,667	\$27,900	3	45	14	4	3
\$500 TO \$999 MILLION	10	\$28,223	\$21,352	\$32,764	\$29,050	2	37	10	3	1
\$1 BILLION AND OVER	8	\$33,891	\$27,237	\$43,693	\$33,394	4	45	11	2	1
ALL BANKS	35	\$31,070	\$23,987	\$37,818	\$29,550	2	43	11	3	3

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
314 SYSTEMS ANALYST									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	8	\$30,411	\$22,123	\$35,652	3	36	6	3	4
ALL BANKS	21	\$26,931	\$20,470	\$31,725	2	34	8	3	5
315 SR COMPUTER PROGRAMMER									
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	11	\$28,581	\$22,313	\$35,711	6	32	5	2	
ALL BANKS	21	\$28,128	\$21,596	\$34,043	4	33	5	3	4
316 COMPUTER PROGRAMMER									
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	7	\$15,071	\$12,697	\$21,349	1	30	7	4	
\$250 TO \$499 MILLION	5	\$20,485	\$16,467	\$25,067	2	33	2	2	
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	11	\$21,139	\$17,418	\$27,995	9	29	3	2	
ALL BANKS	31	\$18,550	\$15,171	\$24,748	4	30	4	3	
317 SR COMPUTER OPERATOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	13	\$14,878	\$11,622	\$16,802	1	31	10	5	3
\$250 TO \$499 MILLION	8	\$16,262	\$12,157	\$17,988	2	28	5	3	4
\$500 TO \$999 MILLION	7	\$16,998	\$14,364	\$20,716	2	28	6	3	4
\$1 BILLION AND OVER	11	\$19,202	\$15,920	\$24,608	6	33	7	4	5
ALL BANKS	45	\$16,381	\$13,123	\$19,497	3	31	7	4	3

GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
318 COMPUTER OPERATOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$11,513	\$8,705 \$15,245	\$11,378	1	33	6	4	2
\$100 TO \$249 MILLION	22	\$11,796	\$9,555 \$13,988	\$11,622	2	26	4	3	
\$250 TO \$499 MILLION	9	\$13,502	\$10,437 \$15,046	\$12,780	2	28	5	3	
\$500 TO \$999 MILLION	7	\$13,371	\$11,539 \$17,509	\$12,233	3	26	6	3	
\$1 BILLION AND OVER	12	\$15,802	\$12,965 \$20,861	\$15,775	16	30	6	4	
ALL BANKS	58	\$13,008	\$10,662 \$16,175	\$12,453	5	28	5	3	2
319 STAFF APPRAISER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	7	\$29,322	\$20,186 \$33,295	\$29,354	1	48	9	6	
ALL BANKS	15	\$25,358	\$18,420 \$29,519	\$24,400	1	43	8	4	1
320 CONSUMER LOAN COLLECTOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$12,979	\$10,179 \$14,853	\$12,750	1	35	7	4	
\$100 TO \$249 MILLION	22	\$14,166	\$10,571 \$15,951	\$12,537	2	35	5	3	1
\$250 TO \$499 MILLION	11	\$14,153	\$10,720 \$15,768	\$13,832	3	36	6	5	1
\$500 TO \$999 MILLION	13	\$13,786	\$10,791 \$16,488	\$12,948	4	31	5	3	2
\$1 BILLION AND OVER	9	\$14,965	\$12,687 \$20,454	\$14,317	10	37	5	4	3
ALL BANKS	63	\$14,058	\$11,024 \$16,783	\$13,500	4	34	5	4	2
321 PERSONNEL ASSISTANT									
\$50 TO \$99 MILLION	5	\$12,952	\$11,513 \$17,602	\$13,000	1	37	8	2	11
\$100 TO \$249 MILLION	15	\$15,654	\$12,297 \$18,447	\$14,040	1	40	13	5	1
\$250 TO \$499 MILLION	9	\$16,367	\$13,282 \$19,433	\$16,389	1	33	7	3	3
\$500 TO \$999 MILLION	9	\$18,941	\$15,026 \$22,330	\$18,025	1	33	7	3	4
\$1 BILLION AND OVER	7	\$18,900	\$15,035 \$24,008	\$19,000	2	34	11	3	2
ALL BANKS	45	\$16,659	\$13,437 \$20,277	\$16,120	1	36	10	3	4

GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
322 EMPLOYMENT INTERVIEWER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	5	\$16,643	\$12,994	\$18,942	2	40	7	3	10
\$1 BILLION AND OVER	10	\$19,389	\$16,287	\$25,296	2	36	6	2	2
ALL BANKS	21	\$18,398	\$14,836	\$22,832	2	39	8	3	5
323 ASST BRANCH MANAGER(LARGE +31)									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	5	\$21,817	\$18,272	\$27,535	7	37	9	3	15
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	13	\$22,130	\$18,321	\$28,012	8	37	12	4	22
324 ASST BRANCH MANAGER(MED 10-30)									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	10	\$18,337	\$14,538	\$19,887	2	39	8	3	11
\$250 TO \$499 MILLION	14	\$19,124	\$15,309	\$23,995	5	40	12	3	12
\$500 TO \$999 MILLION	15	\$19,147	\$16,430	\$25,232	7	39	12	5	14
\$1 BILLION AND OVER	9	\$20,349	\$16,828	\$27,402	17	37	12	4	38
ALL BANKS	52	\$19,095	\$15,888	\$24,468	8	39	11	4	18
325 ASST BRANCH MANAGER(SMALL 10)									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$15,212	\$13,733	\$17,733	1	38	9	6	5
\$100 TO \$249 MILLION	21	\$15,853	\$13,109	\$18,811	3	39	9	4	9
\$250 TO \$499 MILLION	11	\$18,907	\$14,900	\$23,644	4	41	14	5	6
\$500 TO \$999 MILLION	11	\$16,860	\$14,193	\$22,355	3	36	7	4	7
\$1 BILLION AND OVER	9	\$18,583	\$15,149	\$24,090	18	34	12	3	6
ALL BANKS	58	\$16,933	\$14,043	\$21,236	6	38	10	4	7

GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	5	\$23,530 *	\$15,916	\$23,269	\$23,000	1	34	11	3	3
\$250 TO \$499 MILLION	5	\$23,632	\$18,130	\$25,840	\$21,000	1	37	7	4	5
\$500 TO \$999 MILLION	8	\$23,625	\$17,829	\$27,388	\$21,220	1	31	6	4	7
\$1 BILLION AND OVER	8	\$21,736	\$17,799	\$29,027	\$19,373	7	42	10	4	
ALL BANKS	28	\$22,763	\$17,496	\$26,688	\$20,600	3	36	8	4	5
327 OFFICER TRAINEE (B.A.)										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	6	\$13,385	\$11,600	\$18,154	\$13,250	2	25	2	1	
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	8	\$14,239	\$13,543	\$20,140	\$13,675	8	26	2	1	
\$1 BILLION AND OVER	7	\$18,470	\$15,404	\$23,672	\$17,189	13	25	1	1	
ALL BANKS	26	\$15,397	\$13,568	\$20,601	\$14,578	7	26	2	1	
328 OFFICER TRAINEE (M.A.)										
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
329 ADVERTISING OFFICER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	6	\$24,038	\$18,620	\$27,180	\$22,100	1	45	14	6	1
\$500 TO \$999 MILLION	8	\$22,948	\$18,182	\$27,303	\$21,910	1	35	4	2	2
\$1 BILLION AND OVER	10	\$38,676	\$28,686	\$45,783	\$29,150	1	34	5	2	2
ALL BANKS	28	\$28,500	\$22,213	\$34,278	\$24,500	1	37	6	3	2

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GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
330 NEW ACCOUNTS OFFICER										
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	6	\$20,997	\$13,259	\$22,591	\$21,330	2	46	14	2	3
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	6	\$17,653	\$15,487	\$22,879	\$17,253	4	42	9	4	4
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	21	\$21,298	\$16,392	\$25,507	\$21,060	6	47	16	4	7
401 CHIEF EXECUTIVE OFFICER										
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	15	\$56,637	\$43,641	\$69,893	\$58,561	1	51	18	9	44
\$100 TO \$249 MILLION	32	\$81,822	\$59,307	\$99,605	\$82,000	1	50	20	8	63
\$250 TO \$499 MILLION	15	\$124,195	\$84,208	\$139,317	\$120,000	1	56	19	8	198
\$500 TO \$999 MILLION	15	\$136,345	\$96,600	\$164,888	\$140,000	1	54	23	6	323
\$1 BILLION AND OVER	11	\$252,412	\$210,994	\$327,712	\$240,000	1	53	18	7	822
ALL BANKS	94	\$111,281	\$88,335	\$145,832	\$95,000	1	52	20	8	194
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	6	\$42,093	\$34,550	\$66,370	\$42,100	1	52	20	8	23
\$100 TO \$249 MILLION	16	\$62,046	\$41,519	\$72,206	\$64,500	1	49	16	7	60
\$250 TO \$499 MILLION	10	\$91,873	\$54,029	\$94,180	\$78,922	1	56	23	5	108
\$500 TO \$999 MILLION	6	\$98,850	\$63,504	\$106,964	\$96,500	1	45	14	3	254
\$1 BILLION AND OVER	10	\$176,853	\$152,952	\$241,170	\$166,000	1	51	21	6	364
ALL BANKS	51	\$92,676	\$67,848	\$114,178	\$75,000	1	50	18	6	154
403 CHIEF FINANCIAL OFFICER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	6	\$39,700	\$30,694	\$46,505	\$42,000	1	43	9	3	52
\$100 TO \$249 MILLION	14	\$46,026	\$34,949	\$53,937	\$46,250	1	45	11	5	4
\$250 TO \$499 MILLION	11	\$57,740	\$40,574	\$66,087	\$53,500	1	45	15	5	24
\$500 TO \$999 MILLION	9	\$58,617	\$50,469	\$83,254	\$60,000	1	43	15	4	60
\$1 BILLION AND OVER	9	\$91,007	\$73,481	\$120,855	\$82,500	1	44	12	2	36
ALL BANKS	52	\$59,908	\$49,923	\$80,356	\$51,500	1	44	12	5	31

GEOGRAPHIC REGION II , RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
404 SR OPERATIONS OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$34,583	\$26,817 \$40,380	\$35,558	1	45	12	6	22
\$100 TO \$249 MILLION	24	\$38,788	\$29,497 \$48,574	\$38,250	1	45	13	5	27
\$250 TO \$499 MILLION	9	\$43,367	\$31,668 \$51,508	\$46,007	1	46	14	6	44
\$500 TO \$999 MILLION	14	\$49,572	\$38,815 \$61,891	\$49,582	1	43	14	4	73
\$1 BILLION AND OVER	11	\$78,903	\$65,825 \$101,810	\$76,500	1	47	16	4	285
ALL BANKS	68	\$48,559	\$40,101 \$63,251	\$44,250	1	45	13	5	77
405 OPERATIONS OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$20,617	\$18,035 \$27,498	\$23,000	1	41	14	5	12
\$100 TO \$249 MILLION	19	\$23,296	\$17,573 \$27,190	\$21,900	1	39	13	4	20
\$250 TO \$499 MILLION	12	\$30,504	\$23,759 \$38,061	\$31,400	1	42	15	6	29
\$500 TO \$999 MILLION	12	\$31,188	\$25,674 \$42,114	\$28,811	3	38	15	4	34
\$1 BILLION AND OVER	10	\$42,610	\$34,110 \$57,857	\$42,712	4	47	19	6	140
ALL BANKS	68	\$28,366	\$23,472 \$37,496	\$25,175	2	41	15	5	38
406 PERSONNEL OFFICER/DIRECTOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$22,521	\$20,365 \$31,008	\$19,662 *	1	38	11	4	33
\$100 TO \$249 MILLION	23	\$29,405	\$21,317 \$33,985	\$26,582	1	46	12	4	3
\$250 TO \$499 MILLION	13	\$34,409	\$27,886 \$46,392	\$35,500	1	45	10	6	4
\$500 TO \$999 MILLION	14	\$42,092	\$33,383 \$52,803	\$42,675	1	44	17	8	24
\$1 BILLION AND OVER	12	\$69,340	\$63,775 \$103,231	\$60,600 *	1	50	22	7	20
ALL BANKS	71	\$39,155	\$34,372 \$55,076	\$34,580	1	45	14	5	13
407 MARKETING OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$22,816	\$21,371 \$34,537	\$21,416	1	35	14	6	6
\$100 TO \$249 MILLION	17	\$27,295	\$20,300 \$32,860	\$22,584	1	40	12	4	2
\$250 TO \$499 MILLION	11	\$41,843	\$33,566 \$56,079	\$44,285	1	49	13	5	3
\$500 TO \$999 MILLION	13	\$41,660	\$32,221 \$50,532	\$40,001	1	41	8	4	4
\$1 BILLION AND OVER	10	\$65,895	\$53,481 \$88,301	\$59,250	1	44	12	5	8
ALL BANKS	57	\$41,209	\$33,056 \$53,531	\$38,500	1	42	11	5	5

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
408 CONTROLLER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$26,332	\$21,655	\$29,269	1	38	12	6	4
\$100 TO \$249 MILLION	20	\$36,168	\$23,561	\$38,074	1	43	12	4	5
\$250 TO \$499 MILLION	8	\$34,847	\$25,360	\$40,660	1	35	11	3	7
\$500 TO \$999 MILLION	11	\$40,014	\$30,676	\$48,015	1	41	15	7	13
\$1 BILLION AND OVER	12	\$71,375	\$57,625	\$93,291	1	46	16	6	30
ALL BANKS	59	\$43,454	\$34,057	\$53,856	1	41	13	5	12
409 GENERAL ACCOUNTING MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$16,278	\$13,274	\$20,117	1	37	10	4	8
\$100 TO \$249 MILLION	10	\$22,346	\$15,416	\$25,125	1	44	16	8	4
\$250 TO \$499 MILLION	8	\$23,983	\$19,714	\$30,843	1	36	11	5	4
\$500 TO \$999 MILLION	9	\$28,274	\$20,200	\$31,752	1	34	6	3	9
\$1 BILLION AND OVER	11	\$41,995	\$33,917	\$52,721	1	46	17	3	15
ALL BANKS	46	\$27,687	\$22,593	\$35,307	1	40	13	5	8
410 BRANCH ADMINISTRATION OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	15	\$32,633	\$24,184	\$37,138	1	43	11	2	35
\$250 TO \$499 MILLION	13	\$42,827	\$33,698	\$55,619	1	44	20	4	67
\$500 TO \$999 MILLION	15	\$48,125	\$35,053	\$55,646	2	45	14	5	121
\$1 BILLION AND OVER	10	\$57,159	\$45,708	\$77,588	2	46	18	2	360
ALL BANKS	56	\$43,803	\$34,437	\$55,792	1	44	16	4	111
411 BRANCH MANAGER (LARGE +31)									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	7	\$32,287	\$26,536	\$40,929	3	41	15	6	42
\$1 BILLION AND OVER	6	\$39,098	\$31,773	\$48,739	8	44	16	8	32
ALL BANKS	21	\$32,254	\$26,503	\$41,033	4	43	15	6	32

GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
412 BRANCH MANAGER (MEDIUM 10-30)									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$25,926	\$22,188	\$31,791	2	41	15	7	14
\$100 TO \$249 MILLION	18	\$26,191	\$19,975	\$30,618	2	42	13	4	13
\$250 TO \$499 MILLION	14	\$28,488	\$21,567	\$34,031	5	45	18	6	18
\$500 TO \$999 MILLION	15	\$26,518	\$21,276	\$34,387	8	39	14	6	21
\$1 BILLION AND OVER	11	\$30,694	\$23,113	\$37,665	19	44	18	8	37
ALL BANKS	65	\$27,552	\$21,471	\$33,804	7	42	15	6	20
413 BRANCH MANAGER (SMALL 10)									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	13	\$18,357	\$15,711	\$24,470	2	37	11	5	7
\$100 TO \$249 MILLION	29	\$22,302	\$17,040	\$27,448	5	43	11	5	11
\$250 TO \$499 MILLION	15	\$24,072	\$19,386	\$30,575	7	44	14	5	15
\$500 TO \$999 MILLION	14	\$22,572	\$18,478	\$29,627	12	39	12	6	11
\$1 BILLION AND OVER	11	\$24,554	\$19,751	\$32,141	26	40	12	4	25
ALL BANKS	85	\$22,359	\$17,895	\$28,567	9	41	12	5	13
414 DATA PROCESSING DIRECTOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	13	\$31,373	\$19,738	\$32,692	1	40	13	6	11
\$250 TO \$499 MILLION	7	\$41,155	\$28,340	\$43,775	1	43	11	6	14
\$500 TO \$999 MILLION	8	\$42,443	\$34,553	\$54,450	2	43	13	7	18
\$1 BILLION AND OVER	11	\$80,610	\$68,770	\$110,173	1	46	16	6	81
ALL BANKS	46	\$46,534	\$35,852	\$56,025	1	41	13	6	26
415 COMPUTER CENTER MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	12	\$44,444	\$34,001	\$53,895	2	42	16	4	44
ALL BANKS	22	\$36,897	\$29,571	\$46,449	1	41	14	4	30

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GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	7	\$33,858 *	\$20,000	\$33,833	\$34,000 *	2	41	8	5 7
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	11	\$51,997	\$39,401	\$60,845	\$51,545	6	43	11	5 27
ALL BANKS	28	\$40,330	\$31,037	\$48,653	\$40,200	3	40	10	4 18
417 DP OPERATIONS SUPERVISOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	6	\$18,633	\$13,626	\$21,616	\$19,875	1	40	18	6 7
\$250 TO \$499 MILLION	6	\$22,880	\$17,244	\$24,373	\$19,850	1	34	10	4 7
\$500 TO \$999 MILLION	5	\$25,794	\$23,375	\$36,064	\$24,960	1	31	7	2 8
\$1 BILLION AND OVER	11	\$30,043	\$24,728	\$42,057	\$28,262	4	35	14	4 17
ALL BANKS	34	\$24,228	\$19,616	\$31,098	\$21,963	2	34	12	4 19
418 PURCHASING MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	11	\$19,846	\$14,152	\$22,099	\$20,000	1	54	17	4 4
\$250 TO \$499 MILLION	11	\$24,649	\$19,489	\$30,814	\$24,700	1	51	20	8 6
\$500 TO \$999 MILLION	13	\$23,731	\$18,724	\$28,594	\$23,520	1	40	13	5 6
\$1 BILLION AND OVER	12	\$33,417	\$28,746	\$45,325	\$36,967	1	54	20	6 18
ALL BANKS	49	\$25,697	\$20,479	\$31,924	\$23,960	1	49	18	6 9
419 COMMERCIAL CREDIT DEPT MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	5	\$24,395	\$20,623	\$31,189	\$22,620	1	40	11	4 5
\$250 TO \$499 MILLION	6	\$28,941	\$24,281	\$36,383	\$29,074	1	40	14	5 8
\$500 TO \$999 MILLION	8	\$34,855	\$24,578	\$37,886	\$34,500	1	44	9	4 8
\$1 BILLION AND OVER	10	\$48,173	\$35,650	\$58,128	\$36,858	1	45	6	4 33
ALL BANKS	33	\$35,970	\$27,550	\$43,059	\$32,000	1	42	9	4 14

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GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
420 CONSUMER LOAN DEPT MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA			1	40	10	4	4
\$50 TO \$99 MILLION	5	\$25,236	\$20,795	\$30,791	\$25,500	1	45	15	7
\$100 TO \$249 MILLION	13	\$27,190	\$21,998	\$34,593	\$25,272	1	45	13	10
\$250 TO \$499 MILLION	7	\$38,877	\$31,517	\$55,550	\$33,839	1	47	17	16
\$500 TO \$999 MILLION	10	\$42,010	\$30,498	\$48,440	\$41,100	1	46	9	54
\$1 BILLION AND OVER	10	\$57,873	\$48,529	\$68,712	\$54,400	1	45	13	18
ALL BANKS	46	\$39,022	\$31,202	\$48,229	\$37,500				
421 MORTGAGE LOAN DEPT MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	6	\$31,203	\$22,940	\$36,536	\$32,604	1	46	19	2
\$250 TO \$499 MILLION	5	\$40,272	\$33,065	\$58,532	\$36,500	1	58	23	13
\$500 TO \$999 MILLION	11	\$41,564	\$30,298	\$49,427	\$40,000	1	47	11	11
\$1 BILLION AND OVER	9	\$66,129	\$53,836	\$88,274	\$63,000	1	49	15	23
ALL BANKS	33	\$46,180	\$36,004	\$59,331	\$39,550	1	48	15	12
422 COMMERCIAL LOAN DEPT MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	12	\$42,878	\$30,747	\$51,066	\$39,092	1	46	20	7
\$250 TO \$499 MILLION	6	\$47,614	\$34,939	\$58,699	\$42,143	1	41	15	5
\$500 TO \$999 MILLION	9	\$45,037	\$31,990	\$50,886	\$44,330	1	44	9	15
\$1 BILLION AND OVER	11	\$85,608	\$70,594	\$114,264	\$77,700	1	39	9	4
ALL BANKS	40	\$55,684	\$41,849	\$68,029	\$49,000	1	43	13	5
423 SR TRUST OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$34,853	\$27,411	\$40,000	\$35,316	1	48	13	11
\$100 TO \$249 MILLION	18	\$38,981	\$27,648	\$43,700	\$38,005	1	46	12	7
\$250 TO \$499 MILLION	11	\$50,537	\$37,221	\$60,774	\$47,700	1	50	18	7
\$500 TO \$999 MILLION	9	\$57,723	\$42,803	\$68,738	\$56,728	1	42	17	5
\$1 BILLION AND OVER	8	\$74,851	\$60,121	\$96,050	\$78,742	1	45	13	6
ALL BANKS	53	\$51,357	\$40,942	\$64,904	\$47,300	1	46	14	7

GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
424 TRUST OPERATIONS MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	12	\$21,657	\$15,622 \$24,536	\$21,057	1	39	11	4	4
\$250 TO \$499 MILLION	8	\$24,836	\$19,797 \$31,189	\$21,677	1	40	12	4	11
\$500 TO \$999 MILLION	11	\$29,776	\$24,005 \$36,848	\$30,550	1	40	11	4	8
\$1 BILLION AND OVER	7	\$47,222	\$38,586 \$58,822	\$46,852	1	34	14	5	55
ALL BANKS	39	\$29,991	\$24,735 \$38,142	\$28,000	1	39	12	4	16
425 TELEPHONE SUPERVISOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$24,130	\$19,415 \$31,565	\$19,250 *	1	41	25		3
ALL BANKS	11	\$20,575	\$15,925 \$25,911	\$16,372	1	42	19	7	2
426 COMPENSATION & BENEFITS MGR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	7	\$24,075	\$19,259 \$28,769	\$23,764	1	33	10	4	4
\$1 BILLION AND OVER	7	\$46,208	\$38,594 \$61,097	\$47,450	1	40	13	3	10
ALL BANKS	18	\$32,142	\$27,734 \$43,092	\$28,080	1	37	13	4	6
427 PAYROLL SUPERVISOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	6	\$17,348	\$12,176 \$18,998	\$16,013	1	37	10	5	2
\$500 TO \$999 MILLION	7	\$17,449	\$13,594 \$20,433	\$18,980	1	35	10	2	3
\$1 BILLION AND OVER	11	\$23,394	\$18,735 \$29,106	\$21,992	1	40	14	3	4
ALL BANKS	28	\$20,212	\$15,754 \$24,533	\$19,500	1	40	12	4	3

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GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
428 INTERNAL AUDIT MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	9	\$26,296	\$20,807 \$35,037	\$26,600	1	37	8	6	2
\$250 TO \$499 MILLION	11	\$32,235	\$25,180 \$41,264	\$31,500	1	44	15	7	5
\$500 TO \$999 MILLION	12	\$36,234	\$29,342 \$44,582	\$35,750	1	42	14	6	5
\$1 BILLION AND OVER	10	\$54,421	\$47,883 \$74,271	\$49,746	1	40	13	3	16
ALL BANKS	43	\$38,262	\$31,638 \$49,852	\$36,000	1	41	12	6	7
429 SECURITY MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	5	\$32,595 *	\$17,609 \$31,110	\$33,800 *	1	46	16	4	13
\$250 TO \$499 MILLION	7	\$33,862	\$23,225 \$37,500	\$30,000	1	55	29	9	12
\$500 TO \$999 MILLION	7	\$30,892	\$23,525 \$35,776	\$30,160	1	41	11	2	5
\$1 BILLION AND OVER	13	\$36,446	\$29,893 \$46,570	\$36,000	1	52	17	4	25
ALL BANKS	33	\$34,407	\$25,726 \$40,503	\$32,440	1	49	18	5	15
430 CONSUMER LOAN COLLECTION MGR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	14	\$19,957	\$14,053 \$22,225	\$20,939	1	42	11	5	3
\$250 TO \$499 MILLION	8	\$26,423	\$19,217 \$29,308	\$27,235	1	51	14	6	4
\$500 TO \$999 MILLION	7	\$23,109	\$18,245 \$29,313	\$25,506	1	38	12	2	7
\$1 BILLION AND OVER	11	\$30,096	\$25,252 \$38,931	\$28,500	1	40	8	3	21
ALL BANKS	44	\$24,155	\$18,935 \$29,444	\$23,800	1	42	10	4	10
431 TRAINING DIRECTOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	6	\$22,555	\$14,878 \$25,698	\$19,101	1	41	7	2	2
\$250 TO \$499 MILLION	6	\$24,270	\$17,860 \$28,440	\$21,500	1	48	10	4	3
\$500 TO \$999 MILLION	11	\$25,186	\$21,334 \$33,165	\$22,932	1	33	8	3	4
\$1 BILLION AND OVER	8	\$38,861	\$32,907 \$50,942	\$40,100	1	42	10	2	6
ALL BANKS	32	\$27,827	\$23,058 \$36,073	\$23,816	1	40	8	3	4

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GEOGRAPHIC REGION II RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
432 EMPLOYMENT MANAGEMENT									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	10	\$40,491	\$33,730	\$52,279	\$40,250	1	38	8	7
ALL BANKS	15	\$35,043	\$29,718	\$46,886	\$29,224 *	1	41	10	4
433 SR BUSINESS DEVELOPMENT OFFICE									
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	9	\$44,418	\$29,036	\$47,571	\$40,000	1	45	11	4
\$500 TO \$999 MILLION	6	\$40,536	\$31,751	\$51,250	\$41,151	1	47	11	3
\$1 BILLION AND OVER	6	\$58,185	\$45,480	\$72,460	\$50,155	4	45	11	5
ALL BANKS	25	\$46,974	\$33,535	\$54,035	\$44,383	2	46	11	4
434 SR INTERNATIONAL BANKING OFFIC									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	6	\$59,049	\$47,683	\$80,050	\$54,350	4	43	11	5
ALL BANKS	7	\$65,899	\$49,864	\$82,103	\$60,000	4	45	9	3
435 SR INVESTMENT OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	6	\$49,335 *	\$22,313	\$37,927	\$41,560 *	1	39	15	4
\$250 TO \$499 MILLION	9	\$45,375	\$31,811	\$51,308	\$47,000	1	47	16	6
\$500 TO \$999 MILLION	10	\$50,241	\$35,401	\$57,832	\$47,997	1	44	11	5
\$1 BILLION AND OVER	9	\$66,099	\$51,300	\$86,583	\$74,022	1	42	16	6
ALL BANKS	35	\$55,191	\$37,875	\$62,079	\$50,280	1	43	14	5

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GEOGRAPHIC REGION II RESULTS -- 1985

	NO. OF BANKS OFFIC	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
436 SR CORRESPONDENT BANKING									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	6	\$44,248	\$34,772 \$54,350	\$45,250	4	44	22	4	4

Region III South Atlantic

Delaware
Maryland
Virginia
Washington, D.C.
West Virginia

GEOGRAPHIC REGION III RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN			EMPLOYEES SUPERVISED
			MINIMUM	MAXIMUM			AGE	LNTH OF SERVICE	VRS IN POSITION	
101 FILE CLERK										
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	5	\$8,634	\$7,500	\$9,600	\$8,400	2				
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	12	\$9,121	\$8,340	\$11,423	\$9,067	4				
\$100 TO \$249 MILLION	13	\$9,190	\$8,316	\$11,615	\$9,147	4				
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	45	\$9,442	\$8,503	\$11,710	\$9,506	6				
102 GENERAL CLERK										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	11	\$10,876	\$9,215	\$12,762	\$10,700	4				
\$100 TO \$249 MILLION	19	\$10,726	\$8,745	\$13,006	\$10,566	9				
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	48	\$10,697	\$8,843	\$12,976	\$10,642	14				
103 CLERK TYPIST										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	9	\$10,285	\$9,727	\$13,767	\$10,250	2				
\$100 TO \$249 MILLION	10	\$10,867	\$8,595	\$13,029	\$11,359	3				
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	31	\$10,363	\$8,825	\$13,244	\$10,371	4				
104 DATA ENTRY OPERATOR										
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	8	\$10,843	\$7,799	\$12,237	\$10,714	2				
\$100 TO \$249 MILLION	11	\$11,227	\$8,911	\$13,229	\$11,710	2				
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	29	\$11,172	\$8,977	\$13,484	\$11,316	5				

GEOGRAPHIC REGION III RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
105 MAIL CLERK									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	10	\$10,162	\$7,997 \$11,983	\$9,085	1				
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	26	\$10,050	\$8,527 \$12,607	\$9,350	2				
106 ACCOUNTING CLERK - SR									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$14,406	\$11,027 \$16,481	\$14,475	1				
\$100 TO \$249 MILLION	13	\$13,666	\$10,497 \$16,774	\$13,800	2				
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	41	\$14,096	\$11,216 \$17,106	\$13,980	4				
107 ACCOUNTING CLERK									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	10	\$11,269	\$9,807 \$14,474	\$11,345	2				
\$100 TO \$249 MILLION	19	\$11,382	\$9,592 \$14,487	\$11,944	3				
\$250 TO \$499 MILLION	5	\$11,779	\$9,876 \$14,652	\$11,761	6				
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	53	\$11,213	\$9,664 \$14,376	\$11,390	4				
108 PROOF MACHINE OPERATOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	5	\$11,228		\$11,687	1				
\$30 TO \$39 MILLION	7	\$10,499	\$8,160 \$12,067	\$10,296	1				
\$40 TO \$49 MILLION	5	\$12,294		\$10,250	2				
\$50 TO \$99 MILLION	20	\$10,851	\$8,954 \$13,430	\$10,773	2				
\$100 TO \$249 MILLION	22	\$10,331	\$8,656 \$12,560	\$10,079	4				
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	72	\$10,622	\$8,746 \$12,873	\$10,254	4				

GEOGRAPHIC REGION III RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
109 WORD PROCESSING OPERATOR								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA						
\$100 TO \$249 MILLION	6	\$10,785	\$9,367 \$14,072	\$10,000	2			
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA						
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA						
\$1 BILLION AND OVER	3	INSUFFICIENT DATA						
ALL BANKS	16	\$12,101	\$10,651 \$15,929	\$11,666	4			
110 BOOKKEEPING MACHINE OPERATOR								
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA						
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA						
ALL BANKS	6	\$11,549	\$9,209 \$12,994	\$11,309	3			
111 MAINTENANCE SERVICE WORKER								
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA						
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	5	\$10,871	\$8,320 \$14,892	\$10,332	1			
\$100 TO \$249 MILLION	6	\$13,610	\$10,617 \$14,226	\$14,190	1			
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA						
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA						
\$1 BILLION AND OVER	2	INSUFFICIENT DATA						
ALL BANKS	23	\$12,441	\$10,810 \$16,288	\$13,250	1			
112 CUSTODIAN								
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA						
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA						
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	8	\$10,077	\$7,964 \$13,372	\$10,602	2			
\$100 TO \$249 MILLION	9	\$12,182 *	\$7,327 \$10,398	\$10,112	2			
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA						
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA						
\$1 BILLION AND OVER	3	INSUFFICIENT DATA						
ALL BANKS	33	\$9,932	\$7,764 \$10,681	\$9,287	2			

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GEOGRAPHIC REGION III RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
113 MESSENGER									
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	13	\$9,803	\$8,084 \$11,733	\$9,589	2				
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	32	\$9,919	\$8,682 \$12,594	\$9,794	3				
114 SECURITY GUARD									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	9	\$11,898	\$11,156 \$16,203	\$12,600	3				
201 SAFE DEPOSIT CLERK									
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$11,152		\$10,128	1				
\$100 TO \$249 MILLION	15	\$10,737	\$8,731 \$12,986	\$10,898	1				
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	34	\$11,090	\$9,071 \$13,305	\$10,909	1				
202 RECEPTIONIST									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$11,221	\$9,370 \$14,055	\$11,481	2				
\$100 TO \$249 MILLION	8	\$11,866	\$8,949 \$13,732	\$10,755	2				
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	27	\$11,289	\$9,737 \$13,700	\$11,000	2				

GEOGRAPHIC REGION III RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
203 NEW ACCOUNTS REPRESENTATIVE									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	5	\$11,430 *	\$10,250	\$11,350	\$11,763 *	2			
\$50 TO \$99 MILLION	15	\$11,257	\$9,590	\$14,196	\$10,800	3			
\$100 TO \$249 MILLION	21	\$11,380	\$9,735	\$14,612	\$11,083	4			
\$250 TO \$499 MILLION	5	\$12,505	\$9,876	\$14,946	\$12,387	12			
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	62	\$11,508	\$10,177	\$14,915	\$11,099	7			
204 TELEPHONE OPERATOR									
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	12	\$10,162	\$8,682	\$12,810	\$9,330	1			
\$100 TO \$249 MILLION	18	\$10,275	\$8,740	\$12,814	\$9,687	1			
\$250 TO \$499 MILLION	5	\$11,444	\$8,397	\$12,429	\$11,289	1			
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	52	\$10,652	\$8,988	\$13,195	\$10,425	1			
205 SECRETARY									
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	14	\$11,758	\$9,786	\$15,525	\$11,772	2			
\$100 TO \$249 MILLION	20	\$11,761	\$9,862	\$15,196	\$11,031	3			
\$250 TO \$499 MILLION	5	\$10,842	\$10,292	\$14,820	\$11,088	5			
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	58	\$11,804	\$10,186	\$15,487	\$11,325	5			
206 EXECUTIVE SECRETARY									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	10	\$17,093	\$11,569	\$19,172	\$15,114	1			
\$100 TO \$249 MILLION	20	\$17,293	\$12,700	\$18,725	\$16,500	2			
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	54	\$16,185	\$12,574	\$19,007	\$15,204	3			

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GEOGRAPHIC REGION III RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
207 LEGAL SECRETARY									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	7	\$13,994	\$12,267	\$19,370	\$13,246	2			
208 UNIVERSAL TELLER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	5	\$8,971	\$8,008	\$11,099	\$9,244	8			
\$30 TO \$39 MILLION	6	\$8,691	\$7,867	\$12,600	\$8,850	9			
\$40 TO \$49 MILLION	5	\$10,852 *	\$9,150	\$10,375	\$10,000	10			
\$50 TO \$99 MILLION	18	\$9,588	\$8,496	\$13,420	\$9,257	17			
\$100 TO \$249 MILLION	19	\$9,795	\$8,916	\$13,555	\$9,570	27			
\$250 TO \$499 MILLION	5	\$10,083	\$8,905	\$13,177	\$10,016	37			
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	67	\$9,815	\$8,936	\$13,366	\$9,500	30			
209 HEAD TELLER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	5	\$11,983	\$8,008	\$12,238	\$11,956	2			
\$30 TO \$39 MILLION	5	\$10,820	\$9,000	\$18,000	\$11,300	1			
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	18	\$13,307	\$9,902	\$14,628	\$12,688	3			
\$100 TO \$249 MILLION	22	\$13,424	\$11,029	\$16,692	\$12,661	4			
\$250 TO \$499 MILLION	5	\$14,227	\$10,449	\$15,504	\$14,841	8			
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	68	\$13,274	\$10,936	\$16,291	\$12,938	5			
301 SR COMMERCIAL LOAN OFFICER									
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	10	\$34,711	\$25,700	\$41,404	\$33,850	1	43	11	6
\$100 TO \$249 MILLION	12	\$43,593	\$35,145	\$54,226	\$41,375	1	44	13	7
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							10
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	41	\$40,855	\$33,202	\$51,219	\$39,600	2	41	10	5

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GEOGRAPHIC REGION III RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
302 COMMERCIAL LOAN OFFICER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$24,643	\$24,050	\$38,450	1	43	12	8	4
\$100 TO \$249 MILLION	12	\$26,733	\$22,069	\$33,416	2	35	9	3	5
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	34	\$26,177	\$22,323	\$35,620	3	36	8	4	4
303 SR CONSUMER LOAN OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$27,326	\$22,076	\$34,775	1	42	14	7	5
\$100 TO \$249 MILLION	14	\$32,512	\$24,297	\$39,227	1	44	15	6	9
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	38	\$32,518	\$25,536	\$40,089	1	43	13	6	9
304 CONSUMER LOAN OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	15	\$20,205	\$17,149	\$23,431	1	41	10	6	3
\$100 TO \$249 MILLION	19	\$21,469	\$16,592	\$26,287	2	42	13	5	5
\$250 TO \$499 MILLION	5	\$18,890	\$17,110	\$25,666	2	36	10	4	7
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	54	\$20,089	\$17,645	\$26,550	2	40	10	5	4
305 SR MORTGAGE LOAN OFFICER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$31,190	\$24,626	\$35,324	1	44	12	4	5
\$100 TO \$249 MILLION	6	\$38,200	\$26,010	\$42,278	1	49	21	6	4
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	25	\$36,846	\$30,189	\$45,270	1	42	12	4	5

GEOGRAPHIC REGION III RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER									
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$19,872	\$16,849 \$24,329	\$19,342	1	40	10	5	1
\$100 TO \$249 MILLION	11	\$22,656	\$18,582 \$30,676	\$21,600	1	38	13	3	3
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	33	\$22,457	\$20,110 \$31,629	\$21,000	1	38	10	4	3
307 TRUST ACCOUNT ADMINISTRATOR									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	5	\$28,741	\$18,595 \$32,197	\$30,000	2	38	13	7	3
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	15	\$26,977	\$20,611 \$33,513	\$23,200	2	40	12	6	3
308 CORPORATE TRUST OFFICER									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	11	\$30,685	\$25,431 \$41,532	\$26,000	1	40	7	3	9
309 PERSONAL TRUST OFFICER									
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	7	\$22,824	\$17,530 \$32,518	\$22,000	2	41	10	4	4
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	16	\$27,015	\$22,744 \$38,015	\$23,804	2	42	12	3	4

GEOGRAPHIC REGION III RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
			MINIMUM	MAXIMUM						
310 STAFF ATTORNEY										
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
311 INTERNAL AUDITOR										
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	16	\$20,920	\$18,776	\$29,094	\$19,950	1	41	9	4	8
\$100 TO \$249 MILLION	17	\$22,380	\$17,932	\$28,989	\$21,000	1	33	8	5	2
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	51	\$20,397	\$18,148	\$28,200	\$18,576	2	36	8	4	5
312 LOAN REVIEW OFFICER										
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	5	\$17,800	\$15,563	\$22,140	\$19,525	2	35	9	5	3
\$100 TO \$249 MILLION	5	\$21,934	\$18,673	\$28,708	\$22,000	1	41	9	2	5
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	19	\$25,673	\$21,982	\$34,146	\$23,100	1	37	7	3	8
313 BUSINESS DEVELOPMENT OFFICER										
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	9	\$26,338	\$19,736	\$31,026	\$26,000	1	44	8	4	1
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	20	\$25,658	\$21,728	\$33,694	\$26,250	1	41	9	3	6

GEOGRAPHIC REGION III RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
314 SYSTEMS ANALYST									
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	9	\$28,464	\$24,282 \$37,573	\$25,340	3	32	3	2	1
315 SR COMPUTER PROGRAMMER									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	9	\$26,559	\$21,502 \$31,974	\$26,300	4	37	5	3	3
316 COMPUTER PROGRAMMER									
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	6	\$16,345	\$12,999 \$20,759	\$17,363	1	29	4	3	4
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	17	\$16,968	\$14,611 \$22,382	\$17,400	2	29	4	2	2
317 SR COMPUTER OPERATOR									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	9	\$14,416	\$12,063 \$18,098	\$14,500	1	34	7	5	3
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	20	\$14,911	\$13,248 \$20,001	\$14,631	2	32	7	3	3

GEOGRAPHIC REGION III RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
318 COMPUTER OPERATOR									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$10,726	\$9,956	\$15,260	\$10,800	2	31	3	1
\$100 TO \$249 MILLION	13	\$11,728	\$10,179	\$14,614	\$11,518	2	29	5	4
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	33	\$11,576	\$10,577	\$15,651	\$11,310	3	28	4	3
319 STAFF APPRAISER									
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	1	INSUFFICIENT DATA							
320 CONSUMER LOAN COLLECTOR									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	13	\$15,058	\$12,180	\$17,231	\$16,224	1	34	2	3
\$100 TO \$249 MILLION	14	\$13,792	\$10,876	\$16,080	\$13,064	2	33	5	4
\$250 TO \$499 MILLION	5	\$13,228	\$10,524	\$16,072	\$12,180	2	37	6	5
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	41	\$14,481	\$11,899	\$17,280	\$13,758	2	34	4	4
321 PERSONNEL ASSISTANT									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$14,925	\$12,700	\$19,625	\$14,400	1	33	4	2
\$100 TO \$249 MILLION	11	\$15,618	\$13,184	\$20,199	\$16,000	1	40	11	4
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	22	\$14,786	\$12,892	\$19,507	\$15,230	1	35	8	3

GEOGRAPHIC REGION III RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE</u>		<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
322 EMPLOYMENT INTERVIEWER										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	9	\$22,642 *	\$14,647	\$22,304	\$18,000	2	36	7	3	20
323 ASST BRANCH MANAGER(LARGE +31)										
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	6	\$22,700	\$20,974	\$31,031	\$23,105	4	38	9	2	14
324 ASST BRANCH MANAGER(MED 10-30)										
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	6	\$16,987	\$15,577	\$23,176	\$16,445	2	32	5	3	12
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	16	\$18,358	\$16,780	\$25,269	\$18,425	8	33	7	3	9
325 ASST BRANCH MANAGER(SMALL 10)										
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	10	\$15,304	\$12,852	\$18,965	\$14,790	3	36	5	1	7
\$100 TO \$249 MILLION	7	\$14,934	\$12,033	\$18,429	\$13,600	3	36	9	3	6
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	29	\$15,205	\$13,503	\$20,389	\$15,007	4	36	7	2	5

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION III RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	15	\$20,467	\$16,826 \$26,808	\$19,123	3	35	10	4	4
327 OFFICER TRAINEE (B.A.)									
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	6	\$15,317 \$14,000	\$18,700	\$14,500	1	27	1	1	
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	17	\$15,681 \$14,822	\$21,375	\$15,500	2	26	1	1	
328 OFFICER TRAINEE (M.A.)									
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	2	INSUFFICIENT DATA							
329 ADVERTISING OFFICER									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	14	\$25,995 \$22,037	\$32,817	\$24,050	1	39	5	4	13

GEOGRAPHIC REGION III RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
330 NEW ACCOUNTS OFFICER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$15,767	\$13,045	\$20,108	\$15,400	2	45	10	3
\$100 TO \$249 MILLION	8	\$21,060	\$16,259	\$26,058	\$21,067	3	42	13	6
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	28	\$18,961	\$15,493	\$24,431	\$18,595	5	43	13	5
401 CHIEF EXECUTIVE OFFICER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	5	\$41,122			\$44,000	1	50	13	29
\$30 TO \$39 MILLION	7	\$50,000	\$50,000	\$63,500	\$49,000 *	1	49	17	33
\$40 TO \$49 MILLION	5	\$69,320			\$60,000	1	46	14	35
\$50 TO \$99 MILLION	20	\$64,894	\$53,098	\$88,289	\$67,200	1	50	18	46
\$100 TO \$249 MILLION	21	\$83,995	\$69,625	\$113,364	\$84,706	1	54	18	99
\$250 TO \$499 MILLION	5	\$103,776	\$77,831	\$116,747	\$108,160	1	58	15	47
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	73	\$85,829 *	\$88,900	\$144,619	\$75,000 *	1	52	17	150
402 CHIEF ADMINISTRATIVE OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	5	\$34,040	\$30,000	\$42,000	\$35,200	1	47	12	29
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	13	\$39,519	\$31,303	\$51,629	\$38,560	1	48	16	37
\$100 TO \$249 MILLION	12	\$54,923	\$48,504	\$83,886	\$51,500	1	50	19	96
\$250 TO \$499 MILLION	5	\$78,642	\$59,773	\$89,660	\$78,000	1	51	11	57
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	45	\$58,473	\$56,668	\$92,741	\$47,520 *	1	48	15	219
403 CHIEF FINANCIAL OFFICER									
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	10	\$48,821	\$31,050	\$50,917	\$51,250 *	1	40	8	24
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	29	\$56,193	\$48,839	\$79,925	\$49,500	1	41	9	53

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GEOGRAPHIC REGION III RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
404 SR OPERATIONS OFFICER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	5	\$27,688 *	\$28,000	\$37,000	\$23,540 *	1	41	16	16
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	11	\$35,854	\$29,483	\$46,617	\$38,800	1	45	14	25
\$100 TO \$249 MILLION	15	\$41,999	\$31,979	\$51,140	\$43,920	1	41	14	33
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	46	\$43,316	\$37,622	\$58,893	\$40,750	1	43	13	45
405 OPERATIONS OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	14	\$23,793	\$20,981	\$34,602	\$19,600 *	1	38	13	17
\$100 TO \$249 MILLION	18	\$25,556	\$21,001	\$35,904	\$23,762	2	40	13	20
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	51	\$26,101	\$23,800	\$39,581	\$23,806	2	40	12	22
406 PERSONNEL OFFICER/DIRECTOR									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$24,961	\$19,437	\$29,277	\$21,350	1	34	7	12
\$100 TO \$249 MILLION	14	\$29,418	\$25,213	\$41,870	\$30,735	1	38	9	3
\$250 TO \$499 MILLION	5	\$28,500 *	\$29,030	\$43,545	\$29,421	1	42	6	3
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	37	\$34,901	\$30,967	\$49,375	\$33,000	1	41	10	13
407 MARKETING OFFICER									
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$24,533			\$21,250	1	37	6	1
\$100 TO \$249 MILLION	16	\$27,399	\$20,583	\$32,778	\$28,978	1	41	7	2
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	37	\$32,364	\$29,501	\$46,224	\$30,720	1	42	7	12

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GEOGRAPHIC REGION III RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
408 CONTROLLER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$31,560	\$24,050	\$38,450	\$30,000	1	44	13	2
\$100 TO \$249 MILLION	11	\$35,335	\$29,090	\$45,635	\$34,900	1	39	14	4
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	31	\$41,522	\$36,327	\$57,079	\$35,000 *	1	41	12	9
409 GENERAL ACCOUNTING MANAGER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$19,514	\$14,613	\$25,027	\$19,000	1	47	22	6
\$100 TO \$249 MILLION	8	\$23,762	\$16,823	\$26,352	\$22,798	1	34	12	9
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	29	\$25,541	\$20,474	\$32,637	\$22,000	1	41	15	11
410 BRANCH ADMINISTRATION OFFICER									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	6	\$31,146	\$24,304	\$40,142	\$31,500	1	37	11	3
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	20	\$39,923	\$31,879	\$50,425	\$38,000	1	41	11	4
411 BRANCH MANAGER (LARGE +31)									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	9	\$32,266	\$28,565	\$41,917	\$32,683	4	49	16	4

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION III RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED	
412 BRANCH MANAGER (MEDIUM 10-30)										
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	9	\$28,009	\$18,838	\$34,326	\$28,646	3	41	8	5	12
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	23	\$27,143	\$20,745	\$35,914	\$27,900	6	40	10	4	14
413 BRANCH MANAGER (SMALL 10)										
UNDER \$20 MILLION	2	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	11	\$19,209	\$17,270	\$26,384	\$19,500	3	38	11	4	12
\$100 TO \$249 MILLION	16	\$19,732	\$16,558	\$26,705	\$18,735	4	42	13	4	7
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	46	\$20,647	\$17,729	\$29,059	\$20,285	6	41	11	4	9
414 DATA PROCESSING DIRECTOR										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	8	\$31,063	\$23,475	\$39,850	\$28,600	1	40	11	7	16
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	19	\$38,374	\$32,370	\$52,296	\$36,729	1	39	11	5	28
415 COMPUTER CENTER MANAGER										
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	9	\$35,738	\$28,386	\$45,900	\$37,349	1	39	12	4	15

GEOGRAPHIC REGION III RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER									
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	8	\$41,045	\$29,670 \$51,589	\$42,109	1	37	11	4	12
417 DP OPERATIONS SUPERVISOR									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	12	\$23,263	\$19,150 \$30,473	\$18,752 *	1	35	11	3	11
418 PURCHASING MANAGER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	7	\$22,438	\$14,670 \$24,637	\$22,301	1	49	9	5	2
\$250 TO \$499 MILLION	5	\$22,801	\$15,684 \$23,490	\$22,200	1	46	16	8	4
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	27	\$24,081	\$18,099 \$28,157	\$24,700	1	44	10	5	6
419 COMMERCIAL CREDIT DEPT MANAGER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	5	\$19,630	\$15,655 \$24,867	\$21,600	1	35	10	5	2
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	21	\$30,714	\$27,149 \$43,960	\$26,063 *	1	34	7	3	5

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GEOGRAPHIC REGION III RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
420 CONSUMER LOAN DEPT MANAGER									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	10	\$32,078	\$22,702 \$37,259	\$27,788	1	45	14	5	8
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	28	\$29,727	\$27,042 \$41,516	\$25,788 *	1	42	11	5	11
421 MORTGAGE LOAN DEPT MANAGER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	5	\$30,318	\$23,952 \$40,010	\$27,635	1	44	19	8	2
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	21	\$37,628	\$34,565 \$54,330	\$33,850 *	1	42	14	6	9
422 COMMERCIAL LOAN DEPT MANAGER									
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	9	\$39,601	\$27,987 \$47,357	\$39,400	1	40	10	3	10
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	23	\$44,347	\$37,696 \$60,600	\$41,905	1	40	11	3	13
423 SR TRUST OFFICER									
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	14	\$42,701	\$33,087 \$59,207	\$42,150	1	46	13	6	7
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	25	\$55,110	\$45,669 \$78,486	\$45,000 *	1	47	13	6	16

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GEOGRAPHIC REGION III RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
424 TRUST OPERATIONS MANAGER									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	8	\$23,858	\$15,792	\$28,541	1	37	9	4	4
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	17	\$31,196	\$25,278	\$42,482	1	38	10	5	9
425 TELEPHONE SUPERVISOR									
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	2	INSUFFICIENT DATA							
426 COMPENSATION & BENEFITS MGR									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	11	\$32,606	\$26,397	\$41,017	1	41	10	2	13
427 PAYROLL SUPERVISOR									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	8	\$19,138	\$16,151	\$25,611	1	41	13	7	5

GEOGRAPHIC REGION III RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
428 INTERNAL AUDIT MANAGER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	7	\$28,078	\$21,303	\$37,768	\$26,119	1	45	14	6
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	23	\$33,727	\$28,843	\$48,291	\$30,000	1	44	13	5
429 SECURITY MANAGER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	6	\$20,116	\$19,315	\$30,365	\$20,052	1	48	11	5
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	19	\$26,794	\$24,747	\$37,305	\$25,300	1	45	11	4
430 CONSUMER LOAN COLLECTION MGR									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	10	\$17,939	\$12,316	\$19,219	\$17,780	1	34	8	3
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	26	\$20,253	\$17,640	\$27,189	\$17,850	1	36	8	4
431 TRAINING DIRECTOR									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	5	\$19,760	\$16,764	\$25,212	\$19,000	1	34	14	2
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	14	\$25,968	\$23,266	\$35,595	\$22,800 *	1	37	10	3

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GEOGRAPHIC REGION III RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
432 EMPLOYMENT MANAGEMENT									
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	8	\$28,406	\$23,509 \$36,577	\$24,675	1	37	10	6	9
433 SR BUSINESS DEVELOPMENT OFFICE									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	7	\$54,736	\$42,100 \$66,301	\$45,500	1	42	14	5	5
434 SR INTERNATIONAL BANKING OFFIC									
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	5	\$57,091	\$46,893 \$73,739	\$50,050	1	38	8	5	30
435 SR INVESTMENT OFFICER									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	5	\$48,014	\$30,236 \$50,353	\$44,500	1	50	17	9	3
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	17	\$49,124	\$39,432 \$62,324	\$44,500	1	44	11	5	9

GEOGRAPHIC REGION III RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
436 SR CORRESPONDENT BANKING OFFIC									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	6	\$43,480	\$33,014 \$51,434	\$43,000	1	44	10	4	'6

Region IV South-East

Florida
Georgia
North Carolina
South Carolina

GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK									
UNDER \$20 MILLION	6	\$7,296 *	\$7,500	\$10,570	\$8,838				2
\$20 TO \$29 MILLION	5	\$9,139			\$9,085				2
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	17	\$9,191	\$8,149	\$10,415	\$8,805				3
\$100 TO \$249 MILLION	21	\$9,093	\$8,052	\$11,156	\$9,100				6
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	65	\$9,135	\$8,113	\$11,050	\$9,077				13
102 GENERAL CLERK									
UNDER \$20 MILLION	6	\$11,040 *	\$8,840	\$10,833	\$10,000				2
\$20 TO \$29 MILLION	10	\$10,677	\$9,860	\$14,085	\$10,583				3
\$30 TO \$39 MILLION	5	\$11,832	\$9,984	\$12,896	\$11,200				3
\$40 TO \$49 MILLION	7	\$11,645			\$11,342				3
\$50 TO \$99 MILLION	23	\$10,693	\$9,062	\$12,695	\$10,205				5
\$100 TO \$249 MILLION	22	\$10,644	\$8,903	\$12,931	\$10,526				11
\$250 TO \$499 MILLION	5	\$10,645	\$8,848	\$14,112	\$10,348				13
\$500 TO \$999 MILLION	5	\$11,488	\$9,351	\$15,183	\$11,718				22
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	86	\$10,953	\$9,181	\$13,300	\$10,633				10
103 CLERK TYPIST									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$10,065	\$8,551	\$11,834	\$9,500				2
\$100 TO \$249 MILLION	11	\$10,494	\$9,170	\$13,221	\$10,260				3
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	5	\$10,443	\$9,211	\$14,223	\$10,028				4
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	36	\$10,645	\$9,252	\$13,415	\$10,330				7
104 DATA ENTRY OPERATOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	5	\$11,858			\$12,414				1
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	11	\$11,147	\$9,257	\$13,066	\$10,613				2
\$100 TO \$249 MILLION	21	\$10,059	\$8,742	\$12,459	\$10,332				3
\$250 TO \$499 MILLION	5	\$11,261	\$9,612	\$14,524	\$11,880				2
\$500 TO \$999 MILLION	6	\$11,095	\$9,645	\$15,037	\$11,494				7
\$1 BILLION AND OVER	5	\$11,507	\$9,521	\$13,712	\$11,570				15
ALL BANKS	60	\$10,789	\$9,207	\$13,341	\$10,821				4

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GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
105 MAIL CLERK									
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$8,714	\$7,758	\$10,787	\$7,904	1			
\$100 TO \$249 MILLION	19	\$10,246	\$8,501	\$11,554	\$9,904	1			
\$250 TO \$499 MILLION	7	\$9,913	\$7,860	\$11,607	\$10,476	2			
\$500 TO \$999 MILLION	5	\$10,981	\$8,203	\$12,889	\$10,650	2			
\$1 BILLION AND OVER	5	\$11,333	\$8,625	\$12,426	\$10,662	11			
ALL BANKS	43	\$10,177	\$8,325	\$11,778	\$10,140	3			
106 ACCOUNTING CLERK - SR									
UNDER \$20 MILLION	5	\$13,530	\$10,825	\$14,750	\$14,213	1			
\$20 TO \$29 MILLION	6	\$12,744			\$12,723	1			
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	5	\$13,410	\$12,300	\$13,550	\$12,990	2			
\$50 TO \$99 MILLION	17	\$13,350	\$11,566	\$16,068	\$13,337	1			
\$100 TO \$249 MILLION	17	\$14,865	\$11,341	\$16,161	\$13,757	3			
\$250 TO \$499 MILLION	5	\$12,259	\$11,875	\$17,635	\$12,001	1			
\$500 TO \$999 MILLION	5	\$15,950	\$12,679	\$19,236	\$16,438	3			
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	67	\$13,822	\$11,667	\$16,520	\$13,469	2			
107 ACCOUNTING CLERK									
UNDER \$20 MILLION	5	\$11,031	\$9,760	\$11,450	\$11,000	1			
\$20 TO \$29 MILLION	12	\$10,616	\$8,650	\$11,610	\$11,470	2			
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	7	\$11,802	\$9,900	\$13,700	\$10,800	3			
\$50 TO \$99 MILLION	22	\$11,078	\$9,743	\$13,459	\$10,720	3			
\$100 TO \$249 MILLION	21	\$12,154	\$10,169	\$14,119	\$11,600	4			
\$250 TO \$499 MILLION	6	\$10,926	\$10,463	\$15,417	\$10,686	3			
\$500 TO \$999 MILLION	6	\$12,370	\$9,988	\$15,540	\$12,329	5			
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	86	\$11,459	\$9,913	\$13,974	\$11,440	3			
108 PROOF MACHINE OPERATOR									
UNDER \$20 MILLION	5	\$9,251	\$8,430	\$9,642	\$9,094	1			
\$20 TO \$29 MILLION	14	\$9,846	\$9,399	\$10,799	\$9,525	1			
\$30 TO \$39 MILLION	6	\$9,714	\$9,620	\$11,960	\$9,688	1			
\$40 TO \$49 MILLION	8	\$10,763 *	\$11,250	\$12,850	\$10,500 *	2			
\$50 TO \$99 MILLION	26	\$10,196	\$9,044	\$11,922	\$10,243	2			
\$100 TO \$249 MILLION	25	\$10,266	\$8,791	\$12,011	\$10,150	5			
\$250 TO \$499 MILLION	6	\$9,704	\$8,282	\$12,527	\$9,620	6			
\$500 TO \$999 MILLION	6	\$10,348	\$9,061	\$13,467	\$9,952	14			
\$1 BILLION AND OVER	5	\$11,011	\$9,524	\$13,826	\$10,571	36			
ALL BANKS	101	\$10,146	\$9,001	\$12,160	\$9,950	5			

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GEOGRAPHIC REGION IV RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
109 WORD PROCESSING OPERATOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	8	\$12,186	\$10,295	\$13,721	\$11,450	2			
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	5	\$12,732	\$10,845	\$16,253	\$12,240	4			
\$1 BILLION AND OVER	5	\$14,116	\$10,997	\$16,003	\$13,200	3			
ALL BANKS	27	\$12,299	\$10,332	\$14,766	\$11,590	2			
110 BOOKKEEPING MACHINE OPERATOR									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	9	\$10,613	\$8,929	\$12,924	\$11,000	3			
111 MAINTENANCE SERVICE WORKER									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$9,774 *	\$9,821	\$11,143	\$8,697 *	1			
\$100 TO \$249 MILLION	12	\$12,191	\$10,326	\$13,707	\$11,730	2			
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	5	\$13,735	\$10,431	\$17,648	\$13,600	3			
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	36	\$12,092	\$10,368	\$14,717	\$11,180	2			
112 CUSTODIAN									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$9,177	\$7,470	\$10,104	\$9,595	1			
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	5	\$12,375	\$10,651	\$15,601	\$9,240 *	4			
\$1 BILLION AND OVER	5	\$10,098	\$8,248	\$11,945	\$10,179	10			
ALL BANKS	33	\$9,949	\$8,399	\$11,660	\$9,810	3			

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES. ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
113 MESSENGER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	15	\$11,477	\$8,741	\$11,986	\$10,400	1				
\$100 TO \$249 MILLION	20	\$9,817	\$8,131	\$10,543	\$9,699	2				
\$250 TO \$499 MILLION	5	\$10,710	\$8,736	\$12,312	\$10,590	3				
\$500 TO \$999 MILLION	5	\$9,368	\$8,572	\$13,003	\$9,321	4				
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	55	\$10,385	\$8,444	\$11,391	\$10,057	2				
114 SECURITY GUARD										
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	7	\$11,934	\$9,828	\$13,785	\$11,336	2				
\$100 TO \$249 MILLION	7	\$11,511	\$10,847	\$12,473	\$11,440	4				
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	23	\$11,964	\$10,478	\$13,783	\$11,818	5				
201 SAFE DEPOSIT CLERK										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	15	\$10,862	\$8,756	\$12,455	\$10,728	1				
\$100 TO \$249 MILLION	18	\$11,032	\$9,068	\$12,460	\$10,890	2				
\$250 TO \$499 MILLION	5	\$10,647	\$8,578	\$12,326	\$10,248	3				
\$500 TO \$999 MILLION	5	\$11,445	\$8,731	\$13,399	\$12,708	2				
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	55	\$11,050	\$8,951	\$12,678	\$10,900	2				
202 RECEPTIONIST										
UNDER \$20 MILLION	5	\$10,318	\$9,193	\$11,567	\$10,672	1				
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	6	\$10,949	\$9,753	\$14,530	\$11,012	1				
\$100 TO \$249 MILLION	11	\$11,519	\$9,463	\$12,512	\$11,520	1				
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	35	\$10,931	\$9,572	\$12,796	\$11,050	2				

GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
203 NEW ACCOUNTS REPRESENTATIVE									
UNDER \$20 MILLION	5	\$11,188	\$9,970 \$13,950	\$10,000	1				
\$20 TO \$29 MILLION	10	\$10,729	\$9,785 \$14,005	\$10,500	2				
\$30 TO \$39 MILLION	5	\$10,280		\$10,350	2				
\$40 TO \$49 MILLION	9	\$11,532	\$11,450 \$12,800	\$11,800	2				
\$50 TO \$99 MILLION	24	\$11,479	\$9,467 \$13,363	\$11,412	4				
\$100 TO \$249 MILLION	26	\$11,804	\$10,155 \$14,114	\$12,032	7				
\$250 TO \$499 MILLION	7	\$11,883	\$9,869 \$15,129	\$12,405	15				
\$500 TO \$999 MILLION	5	\$11,847	\$10,193 \$15,295	\$11,950	32				
\$1 BILLION AND OVER	5	\$13,388	\$11,556 \$16,873	\$13,217	108				
ALL BANKS	96	\$11,564	\$10,071 \$14,270	\$11,504	12				
204 TELEPHONE OPERATOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	5	\$9,782		\$9,000	1				
\$50 TO \$99 MILLION	22	\$9,445	\$8,679 \$11,846	\$9,480	1				
\$100 TO \$249 MILLION	25	\$10,967	\$9,067 \$12,318	\$10,089	1				
\$250 TO \$499 MILLION	8	\$10,709	\$8,536 \$12,658	\$10,701	2				
\$500 TO \$999 MILLION	5	\$10,894	\$8,564 \$13,815	\$11,750	2				
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	76	\$10,204	\$8,817 \$12,444	\$9,894	2				
205 SECRETARY									
UNDER \$20 MILLION	6	\$11,701	\$10,267 \$13,253	\$11,325	1				
\$20 TO \$29 MILLION	6	\$10,917	\$9,649 \$12,699	\$10,711	3				
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	7	\$12,943	\$12,300 \$13,200	\$12,750	2				
\$50 TO \$99 MILLION	19	\$11,676	\$10,101 \$14,114	\$10,755	3				
\$100 TO \$249 MILLION	24	\$12,120	\$10,279 \$14,870	\$12,290	5				
\$250 TO \$499 MILLION	8	\$12,120	\$10,065 \$16,206	\$12,070	8				
\$500 TO \$999 MILLION	6	\$12,857	\$10,853 \$16,701	\$12,566	18				
\$1 BILLION AND OVER	5	\$14,391	\$11,889 \$17,263	\$14,580	61				
ALL BANKS	84	\$12,155	\$10,428 \$14,954	\$12,050	8				
206 EXECUTIVE SECRETARY									
UNDER \$20 MILLION	4	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	13	\$14,161	\$11,800 \$16,900	\$14,200	1				
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	7	\$13,930	\$13,500 \$15,600	\$14,000	2				
\$50 TO \$99 MILLION	24	\$14,871	\$12,769 \$17,925	\$13,816	2				
\$100 TO \$249 MILLION	25	\$17,668	\$13,797 \$19,934	\$18,020	2				
\$250 TO \$499 MILLION	8	\$15,717	\$12,621 \$19,392	\$15,641	5				
\$500 TO \$999 MILLION	6	\$18,595	\$14,801 \$22,810	\$19,475	9				
\$1 BILLION AND OVER	5	\$18,531	\$14,704 \$22,018	\$18,155	13				
ALL BANKS	96	\$15,872	\$13,488 \$19,573	\$15,420	3				

GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
207 LEGAL SECRETARY									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	8	\$15,064	\$12,701	\$18,683	\$14,009	3			
208 UNIVERSAL TELLER									
UNDER \$20 MILLION	9	\$9,722	\$8,495	\$12,253	\$9,605	4			
\$20 TO \$29 MILLION	16	\$10,233	\$8,665	\$12,749	\$10,264	8			
\$30 TO \$39 MILLION	6	\$10,361	\$9,735	\$12,104	\$10,223	8			
\$40 TO \$49 MILLION	9	\$10,471	\$8,000	\$12,100	\$10,503	9			
\$50 TO \$99 MILLION	27	\$10,178	\$8,666	\$12,549	\$9,646	14			
\$100 TO \$249 MILLION	25	\$10,144	\$8,974	\$12,777	\$10,140	27			
\$250 TO \$499 MILLION	8	\$9,809	\$8,722	\$13,492	\$9,897	48			
\$500 TO \$999 MILLION	5	\$10,605	\$8,881	\$13,764	\$10,059	88			
\$1 BILLION AND OVER	5	\$11,196	\$9,932	\$14,404	\$10,515	319			
ALL BANKS	110	\$10,214	\$8,852	\$12,911	\$10,057	34			
209 HEAD TELLER									
UNDER \$20 MILLION	9	\$12,632	\$10,065	\$13,355	\$11,711	1			
\$20 TO \$29 MILLION	15	\$13,219	\$11,427	\$14,350	\$12,500	1			
\$30 TO \$39 MILLION	5	\$11,803	\$11,440	\$16,640	\$12,253	1			
\$40 TO \$49 MILLION	10	\$12,923	\$11,700	\$13,350	\$12,334	2			
\$50 TO \$99 MILLION	26	\$12,946	\$10,570	\$14,882	\$12,738	2			
\$100 TO \$249 MILLION	26	\$13,698	\$11,330	\$16,134	\$13,215	6			
\$250 TO \$499 MILLION	7	\$12,781	\$11,092	\$16,953	\$13,838	8			
\$500 TO \$999 MILLION	5	\$13,256	\$11,223	\$18,705	\$13,313	17			
\$1 BILLION AND OVER	5	\$14,830	\$12,633	\$18,602	\$15,001	52			
ALL BANKS	108	\$13,175	\$11,161	\$15,884	\$12,725	6			
301 SR COMMERCIAL LOAN OFFICER									
UNDER \$20 MILLION	5	\$35,400	\$30,000	\$55,000	\$30,000	1	46	6	8
\$20 TO \$29 MILLION	5	\$34,391			\$36,000	1	42	6	6
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	13	\$34,713	\$27,745	\$40,282	\$34,800	1	44	9	4
\$100 TO \$249 MILLION	20	\$42,752	\$32,104	\$45,498	\$42,669	2	41	10	26
\$250 TO \$499 MILLION	6	\$39,538	\$28,838	\$41,257	\$41,300 *	2	44	10	3
\$500 TO \$999 MILLION	5	\$40,519	\$33,495	\$70,301	\$36,700	2	39	8	5
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	62	\$38,693	\$30,688	\$48,935	\$37,800	3	43	8	13

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
302 COMMERCIAL LOAN OFFICER									
UNDER \$20 MILLION	4	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	12	\$28,896	\$25,913 \$31,873	\$28,500	2	38	7	3	3
\$100 TO \$249 MILLION	22	\$29,025	\$21,731 \$34,511	\$28,374	2	38	10	3	.3
\$250 TO \$499 MILLION	8	\$28,740	\$21,112 \$34,349	\$25,933	3	35	6	3	4
\$500 TO \$999 MILLION	5	\$27,365	\$23,198 \$40,221	\$28,577	4	34	6	1	3
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	62	\$28,449	\$22,061 \$34,477	\$27,500	3	37	8	3	4
303 SR CONSUMER LOAN OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	6	\$27,422		\$31,125	1	37	7	4	5
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$30,990	\$26,384 \$36,689	\$31,356	1	43	11	6	6
\$100 TO \$249 MILLION	9	\$34,504	\$25,383 \$38,221	\$34,700	1	39	12	7	8
\$250 TO \$499 MILLION	6	\$38,578	\$31,196 \$48,700	\$33,234	2	42	11	4	70
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	40	\$32,356	\$26,942 \$45,196	\$31,412	2	40	12	6	14
304 CONSUMER LOAN OFFICER									
UNDER \$20 MILLION	4	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	8	\$19,602	\$16,375 \$22,475	\$18,750	2	43	8	4	3
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	6	\$19,361		\$17,471	2	47	17	11	4
\$50 TO \$99 MILLION	19	\$19,410	\$16,670 \$22,485	\$18,200	2	37	8	4	4
\$100 TO \$249 MILLION	20	\$21,765	\$18,381 \$29,076	\$20,825	2	39	8	4	3
\$250 TO \$499 MILLION	7	\$20,207	\$14,866 \$23,675	\$19,756	3	43	8	2	7
\$500 TO \$999 MILLION	5	\$20,358	\$15,213 \$26,227	\$19,833	5	44	7	4	4
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	76	\$20,151	\$16,602 \$25,352	\$19,311	4	39	9	4	4
305 SR MORTGAGE LOAN OFFICER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	6	\$32,433	\$25,218 \$35,777	\$32,400	1	43	2	1	5
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	19	\$36,259	\$30,060 \$49,500	\$36,000	1	41	6	2	5

GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	8	\$22,444	\$19,517	\$30,083	\$21,350	1	38	10	3	1
\$100 TO \$249 MILLION	15	\$24,692	\$18,876	\$32,025	\$24,175	1	38	9	3	2
\$250 TO \$499 MILLION	5	\$23,490	\$16,238	\$24,107	\$20,200	2	40	5	2	6
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	41	\$22,962	\$18,504	\$28,991	\$22,500	2	37	8	3	3
307 TRUST ACCOUNT ADMINISTRATOR										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	15	\$30,883	\$24,763	\$37,391	\$29,000	3	40	9	5	5
308 CORPORATE TRUST OFFICER										
\$100 TO \$249 MILLION	5	\$34,490	\$31,533	\$48,984	\$36,800	1	52	19	9	4
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	15	\$30,866	\$26,501	\$40,281	\$27,200	1	47	12	6	3
309 PERSONAL TRUST OFFICER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	6	\$27,092	\$19,800	\$33,384	\$26,250	1	46	12	7	2
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	20	\$26,092	\$20,651	\$31,516	\$26,424	3	42	11	6	2

GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
310 STAFF ATTORNEY									
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	3	INSUFFICIENT DATA							
311 INTERNAL AUDITOR									
UNDER \$20 MILLION	3	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	17	\$19,633	\$16,523 \$24,419	\$18,775	1	36	6	2	1
\$100 TO \$249 MILLION	18	\$24,635	\$19,946 \$32,431	\$23,525	1	33	6	3	2
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	55	\$20,472	\$17,909 \$27,453	\$19,060	2	35	8	3	2
312 LOAN REVIEW OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$21,899	\$16,615 \$26,398	\$19,270	1	39	10	3	2
\$100 TO \$249 MILLION	13	\$28,445	\$20,116 \$36,239	\$29,600	1	37	8	4	2
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$28,220	\$20,945 \$30,834	\$26,379	3	34	9	4	
ALL BANKS	40	\$25,135	\$19,571 \$30,523	\$24,524	1	37	8	4	4
313 BUSINESS DEVELOPMENT OFFICER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	13	\$31,365	\$21,471 \$35,554	\$29,200	1	44	9	5	1
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	32	\$28,857	\$21,251 \$33,477	\$28,100	3	42	7	4	2

GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
314 SYSTEMS ANALYST									
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$31,266	\$25,148 \$37,356	\$31,865	8	37	4	2	
ALL BANKS	11	\$31,508	\$23,527 \$35,117	\$31,865	6	34	4	3	12
315 SR COMPUTER PROGRAMMER									
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	9	\$27,580	\$22,346 \$32,783	\$25,637	5	29	3	2	12
316 COMPUTER PROGRAMMER									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	13	\$21,027	\$17,427 \$25,235	\$20,916	6	26	3	2	
317 SR COMPUTER OPERATOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	7	\$15,689	\$12,928 \$16,622	\$15,300	2	31	8	5	3
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$17,839	\$14,761 \$21,685	\$18,330	6	33	4	3	
ALL BANKS	23	\$15,963	\$14,120 \$19,652	\$16,060	3	30	7	3	3

GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
318 COMPUTER OPERATOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	5	\$11,298		\$10,200	2	31	3	1	
\$50 TO \$99 MILLION	6	\$12,299	\$9,213	\$12,323	1	32	7	3	1
\$100 TO \$249 MILLION	12	\$13,051	\$11,994	\$12,380	3	34	3	3	2
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$12,539	\$11,493	\$12,675	8	32	4	3	
ALL BANKS	38	\$12,594	\$11,409	\$12,143	3	32	4	2	1
319 STAFF APPRAISER									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
ALL BANKS	6	\$16,267	\$15,930	\$14,950 *	1	39	8	4	
320 CONSUMER LOAN COLLECTOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	5	\$11,978		\$11,000	1	30	2	3	6
\$40 TO \$49 MILLION	5	\$15,630		\$16,950	1	35	2	3	
\$50 TO \$99 MILLION	12	\$14,045	\$11,278	\$13,625	1	34	4	3	
\$100 TO \$249 MILLION	22	\$14,278	\$11,789	\$17,411	2	31	3	2	3
\$250 TO \$499 MILLION	6	\$15,955	\$13,373	\$14,310	3	35	7	3	9
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$14,081	\$12,154	\$13,939	25	37	5	2	
ALL BANKS	60	\$14,309	\$12,012	\$13,770	4	33	4	3	7
321 PERSONNEL ASSISTANT									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$14,609	\$12,246	\$14,856	1	31	10	3	
\$100 TO \$249 MILLION	13	\$14,676	\$11,801	\$13,090	1	34	6	3	
\$250 TO \$499 MILLION	6	\$14,538	\$10,820	\$13,800	1	37	11	4	
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	31	\$15,432	\$12,650	\$14,100	1	35	8	3	3

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GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
322 EMPLOYMENT INTERVIEWER										
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	5	\$19,841	\$16,935	\$24,739	\$19,800	3	35	7	2	
ALL BANKS	8	\$19,301	\$16,463	\$23,851	\$19,455	2	34	7	1	1
323 ASST BRANCH MANAGER(LARGE +31)										
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
324 ASST BRANCH MANAGER(MED 10-30)										
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	5	\$17,788	\$14,042	\$21,750	\$17,200	1	34	5	2	11
\$100 TO \$249 MILLION	14	\$19,640	\$16,068	\$26,795	\$20,057	2	33	7	2	10
\$250 TO \$499 MILLION	5	\$20,692	\$17,074	\$24,019	\$16,700 *	3	35	5	3	14
\$500 TO \$999 MILLION	5	\$23,511	\$18,810	\$31,953	\$22,158	5	36	5	2	10
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	34	\$20,157	\$16,640	\$26,855	\$20,086	3	35	7	2	11
325 ASST BRANCH MANAGER(SMALL 10)										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	16	\$15,888	\$14,254	\$20,363	\$15,594	2	37	8	2	5
\$100 TO \$249 MILLION	15	\$16,517	\$13,429	\$21,304	\$16,473	3	38	9	2	5
\$250 TO \$499 MILLION	5	\$17,045	\$16,837	\$24,361	\$16,200 *	4	30	6	1	6
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	46	\$17,001	\$15,204	\$23,734	\$16,383	3	37	8	2	5

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GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT									
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	10	\$23,568	\$21,400	\$31,033	\$24,825	1	37	11	4
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	24	\$22,827	\$19,317	\$33,075	\$21,248	2	37	7	3
327 OFFICER TRAINEE (B.A.)									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$13,996	\$11,464	\$20,573	\$13,975	3	26	3	2
\$100 TO \$249 MILLION	6	\$14,421	\$10,950	\$16,400	\$14,134	1	26	2	1
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$17,958	\$16,007	\$23,200	\$17,410	27	25	1	1
ALL BANKS	23	\$15,078	\$13,331	\$21,048	\$15,042	8	25	2	1
328 OFFICER TRAINEE (M.A.)									
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	1	INSUFFICIENT DATA							
329 ADVERTISING OFFICER									
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	11	\$27,314	\$25,721	\$38,219	\$29,500	1	42	8	3

GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
330 NEW ACCOUNTS OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$17,673	\$13,241 \$19,012	\$18,500	2	39	8	4	5
\$100 TO \$249 MILLION	10	\$18,902	\$15,456 \$22,740	\$17,150	2	37	14	5	3
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	34	\$18,811	\$15,084 \$22,380	\$17,610	2	40	12	5	4
401 CHIEF EXECUTIVE OFFICER									
UNDER \$20 MILLION	10	\$53,274		\$48,250	1	49	11	5	17
\$20 TO \$29 MILLION	14	\$48,305		\$48,940	1	45	15	11	16
\$30 TO \$39 MILLION	6	\$56,221		\$56,650	1	48	15	10	19
\$40 TO \$49 MILLION	10	\$64,204		\$62,542	1	50	15	6	21
\$50 TO \$99 MILLION	26	\$65,229	\$48,433 \$72,543	\$62,638	1	49	15	8	28
\$100 TO \$249 MILLION	26	\$82,273	\$54,800 \$96,180	\$79,750	1	49	18	10	110
\$250 TO \$499 MILLION	7	\$94,812	\$73,577 \$107,366	\$88,000	1	50	15	6	184
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$231,472	\$194,656 \$317,215	\$229,362	1	50	14	3	3664
ALL BANKS	108	\$78,112 *	\$81,284 \$131,459	\$69,925 *	1	49	15	8	177
402 CHIEF ADMINISTRATIVE OFFICER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	6	\$35,973 *	\$29,870 \$29,870	\$38,978 *	1	45	12	6	15
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	6	\$47,093		\$47,000	1	43	6	3	12
\$50 TO \$99 MILLION	12	\$48,940 *	\$31,879 \$48,839	\$45,238	1	46	12	5	33
\$100 TO \$249 MILLION	13	\$56,578	\$47,384 \$84,916	\$56,900	1	46	11	6	81
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$187,372	\$132,281 \$212,426	\$165,000	1	43	12	2	3033
ALL BANKS	53	\$67,440	\$59,579 \$99,431	\$52,044 *	1	46	12	5	246
403 CHIEF FINANCIAL OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	13	\$34,914	\$31,177 \$43,257	\$34,347	1	41	7	5	8
\$100 TO \$249 MILLION	12	\$46,837	\$39,601 \$70,641	\$44,900	1	45	11	5	20
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$112,860	\$92,962 \$147,504	\$117,600	1	41	10	3	189
ALL BANKS	40	\$51,115	\$46,150 \$79,093	\$38,200 *	1	45	10	5	27

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GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
404 SR OPERATIONS OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	10	\$24,846		\$23,575	1	36	10	6	11
\$30 TO \$39 MILLION	5	\$31,870		\$28,500	1	43	26	20	13
\$40 TO \$49 MILLION	7	\$29,504		\$29,400	1	44	8	5	17
\$50 TO \$99 MILLION	17	\$33,962	\$27,846	\$42,328	1	41	14	6	22
\$100 TO \$249 MILLION	20	\$46,202	\$32,377	\$54,159	1	49	15	8	37
\$250 TO \$499 MILLION	7	\$54,792	\$48,387	\$72,525	1	49	11	9	50
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$70,260	\$56,436	\$86,495	1	43	5	2	557
ALL BANKS	76	\$40,804	\$37,742	\$58,773	1	43	13	7	75
405 OPERATIONS OFFICER									
UNDER \$20 MILLION	4	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	9	\$17,364	\$15,000	\$21,000	1	45	9	4	12
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	6	\$22,828		\$23,183	1	42	20	4	5
\$50 TO \$99 MILLION	16	\$22,021	\$17,171	\$22,549	1	42	11	5	14
\$100 TO \$249 MILLION	22	\$24,917	\$21,749	\$33,784	1	40	13	5	23
\$250 TO \$499 MILLION	6	\$27,610	\$18,920	\$29,763	2	40	14	3	18
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$42,699	\$40,335	\$62,168	2	45	13	3	119
ALL BANKS	74	\$24,441	\$21,281	\$31,554	2	42	13	6	22
406 PERSONNEL OFFICER/DIRECTOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	16	\$23,174	\$20,595	\$28,432	1	41	14	4	12
\$100 TO \$249 MILLION	23	\$25,442	\$22,303	\$35,359	1	44	10	5	14
\$250 TO \$499 MILLION	8	\$28,961	\$24,900	\$36,775	1	38	4	3	5
\$500 TO \$999 MILLION	6	\$47,249	\$37,774	\$65,626	1	41	13	5	15
\$1 BILLION AND OVER	5	\$73,080	\$57,553	\$88,581	1	43	7	2	53
ALL BANKS	66	\$30,705	\$29,274	\$44,765	1	42	10	4	14
407 MARKETING OFFICER									
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	12	\$22,093	\$17,382	\$25,372	1	37	6	2	1
\$100 TO \$249 MILLION	18	\$28,505	\$23,951	\$38,270	1	42	7	4	1
\$250 TO \$499 MILLION	5	\$29,323	\$21,357	\$34,092	1	40	10	4	4
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	48	\$30,875	\$27,185	\$41,710	1	40	8	4	4

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GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
408 CONTROLLER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$30,278	\$28,547	\$43,320	\$29,562	39	11	6	12
\$100 TO \$249 MILLION	10	\$35,260 *	\$36,940	\$63,620	\$36,000 *	1	38	9	5
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							15
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	35	\$36,249	\$35,944	\$60,369	\$34,500 *	1	40	10	5
409 GENERAL ACCOUNTING MANAGER									13
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$19,404	\$14,212	\$19,729	\$19,400	1	43	15	4
\$100 TO \$249 MILLION	7	\$21,697	\$18,725	\$28,811	\$21,500	1	42	9	6
\$250 TO \$499 MILLION	6	\$24,364	\$21,033	\$31,300	\$23,900	1	34	10	3
\$500 TO \$999 MILLION	5	\$27,200	\$20,209	\$31,724	\$25,500	1	31	11	6
\$1 BILLION AND OVER	5	\$35,380	\$30,611	\$45,392	\$36,000	1	42	8	17
ALL BANKS	35	\$23,528	\$20,734	\$30,642	\$21,500	1	39	10	2
410 BRANCH ADMINISTRATION OFFICER									7
\$50 TO \$99 MILLION	5	\$30,210	\$25,069	\$38,193	\$30,420	1	39	9	2
\$100 TO \$249 MILLION	11	\$33,473	\$31,955	\$52,569	\$32,750	1	39	12	2
\$250 TO \$499 MILLION	7	\$46,555	\$32,231	\$48,680	\$44,300	1	44	15	2
\$500 TO \$999 MILLION	5	\$36,178	\$26,151	\$41,876	\$43,000 *	1	41	13	4
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							47
ALL BANKS	31	\$37,839	\$29,836	\$47,031	\$36,267	1	41	12	2
411 BRANCH MANAGER (LARGE +31)									44
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	13	\$36,341	\$31,700	\$48,901	\$38,166	4	43	12	3

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GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED	
412 BRANCH MANAGER (MEDIUM 10-30)										
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	8	\$29,577	\$19,211	\$30,881	\$31,300 *	2	49	12	3	13
\$100 TO \$249 MILLION	19	\$29,070	\$23,544	\$36,369	\$28,550	2	39	10	3	13
\$250 TO \$499 MILLION	8	\$33,475	\$22,089	\$35,915	\$32,858	3	46	10	3	17
\$500 TO \$999 MILLION	5	\$35,527	\$27,312	\$52,745	\$32,497	10	45	11	5	12
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	47	\$30,303	\$23,127	\$37,286	\$29,900	5	42	10	3	13
413 BRANCH MANAGER (SMALL 10)										
UNDER \$20 MILLION	2	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	5	\$28,906			\$26,400	1	38	8	7	5
\$40 TO \$49 MILLION	7	\$22,003			\$20,700	1	37	7	2	4
\$50 TO \$99 MILLION	23	\$21,612	\$18,204	\$26,439	\$21,633	2	40	8	4	6
\$100 TO \$249 MILLION	25	\$24,765	\$17,892	\$28,691	\$24,925	4	42	12	4	8
\$250 TO \$499 MILLION	8	\$23,902	\$18,291	\$28,593	\$22,363	7	38	9	3	14
\$500 TO \$999 MILLION	5	\$29,292	\$24,209	\$47,801	\$27,855	8	42	9	4	7
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	82	\$24,179	\$19,146	\$30,652	\$23,175	5	40	9	4	7
414 DATA PROCESSING DIRECTOR										
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	6	\$36,330 *	\$24,896	\$35,392	\$33,000	1	39	7	5	21
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	5	\$69,224	\$56,779	\$87,054	\$64,320	1	41	11	3	166
ALL BANKS	18	\$47,001	\$37,883	\$59,885	\$44,496	1	39	8	5	55
415 COMPUTER CENTER MANAGER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	14	\$31,104	\$24,774	\$40,701	\$34,000	1	39	9	3	16

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GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER									
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$50,833	\$37,550 \$59,919	\$51,358	1	43	7	2	58
ALL BANKS	9	\$43,635	\$35,527 \$55,687	\$46,500	1	40	6	3	45
417 DP OPERATIONS SUPERVISOR									
\$40 TO \$49 MILLION	5	\$19,150		\$17,088	1	32	7	2	4
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	7	\$21,585	\$15,813 \$25,055	\$25,000	1	30	11	6	10
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$26,281	\$23,808 \$35,102	\$26,301	3	38	10	4	9
ALL BANKS	25	\$22,548	\$19,475 \$29,975	\$24,624	2	34	10	4	10
418 PURCHASING MANAGER									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	13	\$18,458	\$15,002 \$22,354	\$18,300	1	53	13	8	2
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$30,636	\$23,929 \$35,211	\$26,940	1	47	10	1	14
ALL BANKS	31	\$20,608	\$16,291 \$24,720	\$18,900	1	51	12	6	5
419 COMMERCIAL CREDIT DEPT MANAGER									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$23,026 *	\$27,042 \$41,748	\$16,550 *	1	40	9	6	5
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	6	\$24,061	\$19,214 \$30,077	\$22,150	1	37	8	3	7
\$500 TO \$999 MILLION	5	\$30,427	\$22,470 \$36,535	\$35,000	1	32	6	3	6
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	28	\$27,152	\$23,739 \$36,217	\$22,150 *	1	36	9	5	6

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES. ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
420 CONSUMER LOAN DEPT MANAGER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$21,708	\$17,471 \$25,691	\$23,000	1	37	10	4	4
\$100 TO \$249 MILLION	10	\$32,106	\$22,573 \$36,757	\$28,950	1	39	11	5	10
\$250 TO \$499 MILLION	5	\$26,904	\$18,429 \$29,456	\$32,130 *	1	42	10	1	10
\$500 TO \$999 MILLION	5	\$32,316	\$23,644 \$36,585	\$27,500	1	57	14	5	20
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	37	\$29,883	\$22,175 \$33,973	\$26,000	1	42	11	4	10
421 MORTGAGE LOAN DEPT MANAGER									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	6	\$35,113	\$25,470 \$39,825	\$31,500	1	41	10	6	5
\$250 TO \$499 MILLION	5	\$40,151 *	\$24,169 \$37,728	\$36,700	1	44	11	4	6
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	20	\$39,567	\$31,857 \$48,817	\$37,988	1	39	9	5	7
422 COMMERCIAL LOAN DEPT MANAGER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$35,832	\$31,141 \$50,220	\$38,250	1	40	6	2	5
\$100 TO \$249 MILLION	8	\$37,540	\$32,797 \$42,942	\$39,300	1	38	5	4	8
\$250 TO \$499 MILLION	5	\$49,729	\$38,644 \$63,091	\$51,000	1	46	12	9	7
\$500 TO \$999 MILLION	5	\$37,660	\$32,978 \$50,242	\$43,000	1	44	10	3	13
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	33	\$42,822	\$34,706 \$52,296	\$45,100	1	40	8	4	11
423 SR TRUST OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	13	\$45,738	\$35,373 \$55,499	\$45,000	1	50	9	5	5
\$250 TO \$499 MILLION	6	\$54,331 *	\$34,450 \$54,211	\$53,744	1	44	7	6	12
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	29	\$52,969	\$41,194 \$63,574	\$49,100	1	46	9	5	8

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GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
424 TRUST OPERATIONS MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	6	\$20,942	\$15,100 \$23,593	\$20,850	1	43	12	5	2
\$250 TO \$499 MILLION	5	\$25,760	\$20,862 \$31,542	\$25,992	1	45	12	4	6
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$44,700	\$34,501 \$52,318	\$38,000	1	43	3	1	43
ALL BANKS	22	\$28,548	\$24,367 \$37,189	\$25,996	1	43	10	4	12
425 TELEPHONE SUPERVISOR									
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	5	\$22,421	\$16,811 \$25,756	\$15,780 *	1	43	6	3	4
426 COMPENSATION & BENEFITS MGR									
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$42,647	\$36,532 \$55,286	\$40,310	1	37	5	3	18
ALL BANKS	8	\$38,229	\$32,299 \$48,156	\$39,300	1	35	5	3	14
427 PAYROLL SUPERVISOR									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$26,054	\$21,706 \$31,936	\$26,340	1	44	15	5	8
ALL BANKS	16	\$21,470	\$17,943 \$26,319	\$20,334	1	44	12	6	4

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GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
428 INTERNAL AUDIT MANAGER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$21,660	\$16,670	\$21,950	1	34	10	3	1
\$100 TO \$249 MILLION	7	\$27,324	\$25,500	\$36,300	1	41	12	7	2
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	5	\$36,410	\$31,115	\$57,301	1	42	9	4	11
\$1 BILLION AND OVER	5	\$54,140	\$38,849	\$58,716	1	43	7	3	30
ALL BANKS	27	\$32,110	\$29,617	\$45,658	1	40	10	4	9
429 SECURITY MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	5	\$29,828	\$23,609	\$42,370	1	42	7	5	6
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$40,420	\$29,801	\$45,114	1	45	7	2	33
ALL BANKS	21	\$29,106	\$23,882	\$39,166	1	47	10	6	10
430 CONSUMER LOAN COLLECTION MGR									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	9	\$20,494	\$17,389	\$24,136	1	36	5	4	3
\$250 TO \$499 MILLION	6	\$20,715	\$16,216	\$24,674	1	39	10	4	7
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	25	\$22,043	\$18,300	\$26,724	1	38	6	4	11
431 TRAINING DIRECTOR									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	10	\$19,228	\$16,330	\$25,894	1	40	8	2	2
\$250 TO \$499 MILLION	5	\$17,731	\$14,619	\$22,786	1	35	5	1	1
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	24	\$21,498	\$19,244	\$29,446	1	38	6	2	3

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GEOGRAPHIC REGION IV RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>	
432 EMPLOYMENT MANAGEMENT										
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	6	\$35,543	\$26,115	\$39,124	\$32,483	1	38	3	2	6
433 SR BUSINESS DEVELOPMENT OFFICE										
UNDER \$20 MILLION	2	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	6	\$37,733	\$31,945	\$47,990	\$34,100	1	47	6	3	2
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
ALL BANKS	19	\$37,967	\$27,918	\$41,986	\$37,000	1	45	7	4	5
434 SR INTERNATIONAL BANKING OFFIC										
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	7	\$55,654	\$39,661	\$57,542	\$42,400	1	39	11	8	30
435 SR INVESTMENT OFFICER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	15	\$57,602	\$46,958	\$64,535	\$55,000	1	43	14	7	13

GEOGRAPHIC REGION IV RESULTS -- 1985

	NO. OF BANKS OFFIC	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
436 SR CORRESPONDENT BANKING									
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	9	\$49,048	\$34,739 \$54,855	\$43,900	1	41	15	5	6

Region V East-North Central

Illinois
Indiana
Michigan
Ohio
Wisconsin

GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK									
UNDER \$20 MILLION	7	\$7,965	\$6,986 \$8,044	\$7,891	2				
\$20 TO \$29 MILLION	6	\$8,326	\$7,215 \$9,001	\$8,164	2				
\$30 TO \$39 MILLION	11	\$9,232	\$8,669 \$10,725	\$9,269	1				
\$40 TO \$49 MILLION	16	\$8,774	\$8,247 \$10,701	\$8,910	2				
\$50 TO \$99 MILLION	61	\$8,872	\$7,809 \$10,769	\$8,840	3				
\$100 TO \$249 MILLION	74	\$9,645	\$7,962 \$11,697	\$9,472	4				
\$250 TO \$499 MILLION	26	\$9,231	\$8,157 \$11,459	\$8,964	7				
\$500 TO \$999 MILLION	6	\$9,433	\$8,352 \$11,504	\$9,156	5				
\$1 BILLION AND OVER	16	\$10,985	\$9,330 \$13,345	\$10,874	11				
ALL BANKS	223	\$9,311	\$8,128 \$11,442	\$9,060	4				
102 GENERAL CLERK									
UNDER \$20 MILLION	5	\$12,214	\$7,280 \$14,560	\$13,000	2				
\$20 TO \$29 MILLION	10	\$9,558	\$9,070 \$15,220	\$9,675	2				
\$30 TO \$39 MILLION	17	\$10,856	\$8,522 \$12,084	\$11,436	2				
\$40 TO \$49 MILLION	15	\$10,482	\$8,921 \$12,810	\$10,500	3				
\$50 TO \$99 MILLION	80	\$10,712	\$8,715 \$12,363	\$10,068	4				
\$100 TO \$249 MILLION	82	\$11,180	\$8,809 \$13,415	\$10,816	8				
\$250 TO \$499 MILLION	29	\$10,387	\$8,733 \$13,345	\$10,254	15				
\$500 TO \$999 MILLION	6	\$10,983	\$8,747 \$13,963	\$10,385	34				
\$1 BILLION AND OVER	13	\$12,630	\$10,499 \$15,463	\$12,204	26				
ALL BANKS	257	\$10,907	\$8,883 \$13,250	\$10,512	8				
103 CLERK TYPIST									
UNDER \$20 MILLION	3	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	8	\$10,330	\$8,975 \$11,756	\$9,950	1				
\$40 TO \$49 MILLION	10	\$10,361	\$8,216 \$12,655	\$10,046	2				
\$50 TO \$99 MILLION	46	\$10,385	\$8,488 \$11,846	\$9,800	2				
\$100 TO \$249 MILLION	42	\$10,878	\$9,106 \$13,449	\$11,110	3				
\$250 TO \$499 MILLION	22	\$10,559	\$8,852 \$12,745	\$10,857	5				
\$500 TO \$999 MILLION	6	\$10,958	\$9,729 \$14,218	\$10,727	7				
\$1 BILLION AND OVER	14	\$12,063	\$10,426 \$15,316	\$12,208	11				
ALL BANKS	155	\$10,678	\$9,052 \$13,056	\$10,525	4				
104 DATA ENTRY OPERATOR									
UNDER \$20 MILLION	4	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	7	\$11,267	\$8,340 \$11,748	\$9,900	2				
\$30 TO \$39 MILLION	8	\$10,021	\$8,856 \$12,217	\$9,828	2				
\$40 TO \$49 MILLION	6	\$10,560	\$7,956 \$11,232	\$10,972	1				
\$50 TO \$99 MILLION	43	\$10,846	\$9,650 \$13,452	\$10,400	2				
\$100 TO \$249 MILLION	67	\$10,598	\$8,938 \$13,284	\$10,525	3				
\$250 TO \$499 MILLION	23	\$11,634	\$9,320 \$13,816	\$11,560	4				
\$500 TO \$999 MILLION	7	\$10,768	\$9,168 \$12,736	\$10,589	6				
\$1 BILLION AND OVER	17	\$12,681	\$10,770 \$15,794	\$12,550	14				
ALL BANKS	182	\$10,994	\$9,336 \$13,611	\$10,836	4				

GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
105 MAIL CLERK									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	24	\$8,652	\$7,589	\$10,361	\$8,268	1			
\$100 TO \$249 MILLION	49	\$10,065	\$8,279	\$11,956	\$9,650	1			
\$250 TO \$499 MILLION	26	\$10,252	\$8,269	\$11,855	\$9,928	2			
\$500 TO \$999 MILLION	7	\$8,969	\$8,310	\$12,144	\$8,979	3			
\$1 BILLION AND OVER	16	\$10,841	\$9,505	\$13,871	\$10,819	6			
ALL BANKS	130	\$9,817	\$8,419	\$12,083	\$9,646	2			
106 ACCOUNTING CLERK - SR									
UNDER \$20 MILLION	12	\$13,213	\$11,260	\$14,536	\$13,550	2			
\$20 TO \$29 MILLION	13	\$12,280	\$11,789	\$14,009	\$12,000	1			
\$30 TO \$39 MILLION	14	\$15,343	\$14,625	\$18,505	\$14,375 *	1			
\$40 TO \$49 MILLION	12	\$14,538 *	\$10,442	\$14,467	\$13,170	1			
\$50 TO \$99 MILLION	69	\$13,709	\$10,444	\$14,780	\$13,572	2			
\$100 TO \$249 MILLION	56	\$14,095	\$11,217	\$16,405	\$13,920	2			
\$250 TO \$499 MILLION	25	\$14,935	\$12,467	\$18,243	\$14,500	3			
\$500 TO \$999 MILLION	7	\$16,129	\$13,149	\$18,467	\$16,144	2			
\$1 BILLION AND OVER	13	\$16,362	\$13,636	\$20,073	\$16,020	4			
ALL BANKS	221	\$14,207	\$11,690	\$16,587	\$14,002	2			
107 ACCOUNTING CLERK									
UNDER \$20 MILLION	13	\$9,805	\$8,546	\$12,660	\$9,724	2			
\$20 TO \$29 MILLION	20	\$11,340	\$8,926	\$12,368	\$10,332	2			
\$30 TO \$39 MILLION	26	\$11,241	\$9,636	\$13,006	\$11,195	2			
\$40 TO \$49 MILLION	20	\$11,287	\$8,894	\$13,234	\$10,533	2			
\$50 TO \$99 MILLION	89	\$10,890	\$10,563	\$12,419	\$10,900	3			
\$100 TO \$249 MILLION	82	\$11,696	\$9,347	\$14,151	\$11,488	2			
\$250 TO \$499 MILLION	33	\$12,185	\$10,186	\$14,613	\$12,236	4			
\$500 TO \$999 MILLION	8	\$13,273	\$11,226	\$14,337	\$12,926	3			
\$1 BILLION AND OVER	16	\$14,225	\$11,846	\$17,372	\$13,895	6			
ALL BANKS	307	\$11,523	\$10,008	\$13,843	\$11,491	3			
108 PROOF MACHINE OPERATOR									
UNDER \$20 MILLION	16	\$8,882	\$8,550	\$11,870	\$9,318	1			
\$20 TO \$29 MILLION	26	\$10,531	\$8,483	\$10,737	\$9,636	1			
\$30 TO \$39 MILLION	32	\$10,468	\$9,197	\$12,777	\$10,333	1			
\$40 TO \$49 MILLION	29	\$10,662	\$8,850	\$12,272	\$10,640	2			
\$50 TO \$99 MILLION	106	\$10,328	\$8,665	\$11,922	\$10,094	2			
\$100 TO \$249 MILLION	97	\$10,086	\$8,507	\$12,718	\$10,160	3			
\$250 TO \$499 MILLION	34	\$10,010	\$8,675	\$12,383	\$9,934	5			
\$500 TO \$999 MILLION	9	\$9,858	\$8,769	\$11,915	\$9,802	7			
\$1 BILLION AND OVER	14	\$11,684	\$10,045	\$14,611	\$11,816	23			
ALL BANKS	363	\$10,264	\$8,733	\$12,420	\$10,088	4			

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GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
109 WORD PROCESSING OPERATOR										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	15	\$12,302	\$10,649	\$15,863	\$11,610	1				
\$100 TO \$249 MILLION	27	\$11,983	\$9,779	\$14,689	\$12,272	2				
\$250 TO \$499 MILLION	15	\$11,527	\$9,891	\$14,421	\$11,544	2				
\$500 TO \$999 MILLION	5	\$11,802	\$10,505	\$15,191	\$11,596	2				
\$1 BILLION AND OVER	17	\$13,230	\$11,632	\$17,121	\$13,076	9				
ALL BANKS	83	\$12,151	\$10,398	\$15,348	\$11,744	3				
110 BOOKKEEPING MACHINE OPERATOR										
UNDER \$20 MILLION	8	\$9,714	\$9,180	\$13,280	\$9,482	1				
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	6	\$11,697 *	\$8,750	\$11,590	\$11,341	1				
\$40 TO \$49 MILLION	5	\$11,620	\$10,027	\$12,532	\$11,856	2				
\$50 TO \$99 MILLION	15	\$11,151	\$9,936	\$12,306	\$11,500	2				
\$100 TO \$249 MILLION	13	\$10,692	\$8,883	\$12,832	\$9,880	2				
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	54	\$10,995	\$9,248	\$12,935	\$10,537	2				
111 MAINTENANCE SERVICE WORKER										
UNDER \$20 MILLION	2	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	30	\$13,142 *	\$9,438	\$12,867	\$12,220	2				
\$100 TO \$249 MILLION	53	\$13,998	\$11,064	\$15,743	\$14,400	2				
\$250 TO \$499 MILLION	29	\$14,291	\$10,543	\$14,867	\$13,946	3				
\$500 TO \$999 MILLION	9	\$14,081	\$10,592	\$15,591	\$12,085	3				
\$1 BILLION AND OVER	10	\$14,385	\$12,179	\$16,842	\$13,239	9				
ALL BANKS	140	\$13,599	\$10,730	\$15,151	\$12,893	2				
112 CUSTODIAN										
UNDER \$20 MILLION	12	\$9,746			\$9,620	1				
\$20 TO \$29 MILLION	11	\$7,990			\$8,360	1				
\$30 TO \$39 MILLION	14	\$10,295	\$7,985	\$11,276	\$9,052	1				
\$40 TO \$49 MILLION	12	\$11,023	\$8,368	\$11,250	\$10,000	1				
\$50 TO \$99 MILLION	46	\$11,401	\$8,508	\$11,486	\$10,374	2				
\$100 TO \$249 MILLION	42	\$11,064	\$8,060	\$11,792	\$10,769	2				
\$250 TO \$499 MILLION	20	\$10,563	\$8,621	\$12,136	\$10,116	5				
\$500 TO \$999 MILLION	5	\$10,790	\$9,043	\$13,070	\$9,498	10				
\$1 BILLION AND OVER	5	\$13,279	\$10,294	\$15,307	\$12,040	26				
ALL BANKS	167	\$10,809	\$8,498	\$11,994	\$10,000	3				

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
113 MESSENGER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	28	\$9,970	\$7,913	\$11,044	\$9,180	1			
\$100 TO \$249 MILLION	52	\$9,723	\$7,892	\$11,371	\$9,725	2			
\$250 TO \$499 MILLION	27	\$10,308	\$8,287	\$11,605	\$9,800	4			
\$500 TO \$999 MILLION	7	\$9,974	\$8,122	\$12,089	\$9,540	3			
\$1 BILLION AND OVER	12	\$12,619	\$10,082	\$14,534	\$11,809	10			
ALL BANKS	131	\$10,131	\$8,255	\$11,755	\$9,787	3			
114 SECURITY GUARD									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$14,527	\$9,197	\$16,209	\$13,680	2			
\$100 TO \$249 MILLION	20	\$12,421	\$9,511	\$14,415	\$12,118	3			
\$250 TO \$499 MILLION	11	\$13,237	\$9,985	\$14,060	\$12,870	7			
\$500 TO \$999 MILLION	6	\$12,545	\$9,840	\$15,791	\$12,792	4			
\$1 BILLION AND OVER	13	\$16,630	\$12,167	\$17,960	\$14,675	23			
ALL BANKS	62	\$13,764	\$10,357	\$15,543	\$12,950	8			
201 SAFE DEPOSIT CLERK									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	7	\$11,334			\$11,328	1			
\$30 TO \$39 MILLION	9	\$9,958	\$8,340	\$11,233	\$9,135	1			
\$40 TO \$49 MILLION	11	\$11,160	\$8,753	\$12,145	\$9,888	1			
\$50 TO \$99 MILLION	60	\$10,829	\$8,672	\$11,956	\$10,778	1			
\$100 TO \$249 MILLION	84	\$11,533	\$9,042	\$13,190	\$11,241	1			
\$250 TO \$499 MILLION	31	\$11,474	\$9,137	\$12,779	\$11,334	2			
\$500 TO \$999 MILLION	9	\$11,594	\$9,699	\$13,295	\$12,064	2			
\$1 BILLION AND OVER	15	\$13,629	\$10,705	\$15,688	\$12,635	3			
ALL BANKS	228	\$11,380	\$9,177	\$13,122	\$11,232	1			
202 RECEPTIONIST									
UNDER \$20 MILLION	6	\$9,200	\$8,320	\$11,960	\$9,187	1			
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	14	\$11,024	\$8,885	\$12,899	\$10,860	1			
\$40 TO \$49 MILLION	15	\$10,504	\$9,117	\$13,542	\$10,500	1			
\$50 TO \$99 MILLION	61	\$10,141	\$8,475	\$12,007	\$10,398	1			
\$100 TO \$249 MILLION	54	\$10,645	\$8,885	\$13,234	\$10,513	2			
\$250 TO \$499 MILLION	22	\$10,695	\$9,152	\$12,485	\$10,570	2			
\$500 TO \$999 MILLION	7	\$10,560	\$9,553	\$12,891	\$10,418	2			
\$1 BILLION AND OVER	13	\$13,115	\$10,734	\$15,936	\$13,129	8			
ALL BANKS	196	\$10,605	\$9,070	\$13,022	\$10,500	2			

GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
			MINIMUM	MAXIMUM					
203 NEW ACCOUNTS REPRESENTATIVE									
UNDER \$20 MILLION	11	\$12,293	\$10,472	\$15,146	\$12,544	3			
\$20 TO \$29 MILLION	19	\$11,427	\$9,182	\$12,896	\$11,000	2			
\$30 TO \$39 MILLION	25	\$11,926	\$10,844	\$14,176	\$11,960	2			
\$40 TO \$49 MILLION	19	\$12,019	\$8,805	\$12,876	\$11,637	2			
\$50 TO \$99 MILLION	94	\$11,716	\$10,037	\$13,473	\$11,319	3			
\$100 TO \$249 MILLION	94	\$12,638	\$10,307	\$15,508	\$12,525	4			
\$250 TO \$499 MILLION	34	\$13,147	\$10,745	\$16,403	\$12,795	7			
\$500 TO \$999 MILLION	7	\$14,056	\$11,791	\$17,394	\$13,104	8			
\$1 BILLION AND OVER	15	\$16,181	\$14,264	\$20,906	\$14,417	19			
ALL BANKS	318	\$12,441	\$10,574	\$15,260	\$12,141	4			
204 TELEPHONE OPERATOR									
UNDER \$20 MILLION	3	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	5	\$7,603			\$7,300	1			
\$30 TO \$39 MILLION	8	\$9,764	\$9,340	\$11,940	\$9,700	1			
\$40 TO \$49 MILLION	8	\$9,760	\$7,673	\$10,480	\$9,064	1			
\$50 TO \$99 MILLION	61	\$9,933	\$8,360	\$11,593	\$9,460	1			
\$100 TO \$249 MILLION	84	\$10,352	\$8,553	\$12,537	\$10,368	1			
\$250 TO \$499 MILLION	29	\$10,878	\$8,890	\$12,608	\$10,980	1			
\$500 TO \$999 MILLION	7	\$11,676	\$9,740	\$13,758	\$11,940	1			
\$1 BILLION AND OVER	15	\$13,111	\$10,454	\$15,131	\$13,000	3			
ALL BANKS	220	\$10,420	\$8,794	\$12,562	\$10,356	1			
205 SECRETARY									
UNDER \$20 MILLION	12	\$11,105	\$9,648	\$13,696	\$10,917	1			
\$20 TO \$29 MILLION	18	\$11,561	\$8,405	\$11,771	\$10,574	1			
\$30 TO \$39 MILLION	16	\$11,546	\$9,649	\$12,873	\$11,781	2			
\$40 TO \$49 MILLION	23	\$12,337	\$9,920	\$13,640	\$12,060	2			
\$50 TO \$99 MILLION	87	\$11,772	\$9,699	\$13,556	\$11,886	3			
\$100 TO \$249 MILLION	88	\$12,174	\$10,012	\$14,793	\$12,183	4			
\$250 TO \$499 MILLION	33	\$12,865	\$10,428	\$15,493	\$12,521	7			
\$500 TO \$999 MILLION	8	\$12,655	\$10,053	\$14,492	\$12,152	10			
\$1 BILLION AND OVER	17	\$14,848	\$12,508	\$18,562	\$14,829	36			
ALL BANKS	302	\$12,199	\$10,145	\$14,665	\$12,025	5			
206 EXECUTIVE SECRETARY									
UNDER \$20 MILLION	17	\$13,057	\$11,279	\$15,194	\$13,561	1			
\$20 TO \$29 MILLION	16	\$15,078 *	\$11,371	\$14,984	\$14,875	1			
\$30 TO \$39 MILLION	23	\$14,202	\$11,300	\$16,328	\$13,832	1			
\$40 TO \$49 MILLION	20	\$15,646	\$12,694	\$19,095	\$15,525	1			
\$50 TO \$99 MILLION	87	\$14,842	\$11,512	\$16,033	\$14,240	1			
\$100 TO \$249 MILLION	92	\$16,321	\$12,078	\$18,230	\$15,702	2			
\$250 TO \$499 MILLION	32	\$17,821	\$13,018	\$19,299	\$16,720	3			
\$500 TO \$999 MILLION	9	\$15,712	\$12,885	\$18,295	\$15,467	4			
\$1 BILLION AND OVER	17	\$21,232	\$16,539	\$24,996	\$20,597	12			
ALL BANKS	313	\$15,873	\$12,438	\$18,168	\$15,200	2			

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GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
207 LEGAL SECRETARY									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$13,354	\$12,142	\$14,712	\$13,364	3			
\$100 TO \$249 MILLION	15	\$13,877	\$11,330	\$16,142	\$13,872	2			
\$250 TO \$499 MILLION	6	\$14,676	\$12,381	\$16,363	\$14,562	3			
\$1 BILLION AND OVER	6	\$17,772	\$14,620	\$21,755	\$18,875	3			
ALL BANKS	42	\$14,025	\$12,034	\$16,761	\$13,364	2			
208 UNIVERSAL TELLER									
UNDER \$20 MILLION	32	\$9,562	\$8,357	\$12,563	\$9,797	6			
\$20 TO \$29 MILLION	33	\$13,687 *	\$8,617	\$12,000	\$9,745	7			
\$30 TO \$39 MILLION	36	\$9,570	\$8,290	\$11,396	\$9,644	10			
\$40 TO \$49 MILLION	33	\$9,928	\$8,450	\$12,486	\$9,832	9			
\$50 TO \$99 MILLION	114	\$10,830	\$8,441	\$12,349	\$9,774	15			
\$100 TO \$249 MILLION	97	\$10,200	\$8,838	\$13,569	\$10,337	22			
\$250 TO \$499 MILLION	35	\$10,591	\$9,129	\$13,968	\$10,565	39			
\$500 TO \$999 MILLION	7	\$11,035	\$9,757	\$13,921	\$11,118	68			
\$1 BILLION AND OVER	16	\$12,818	\$11,314	\$16,792	\$12,754	160			
ALL BANKS	403	\$10,687	\$8,840	\$13,115	\$10,005	24			
209 HEAD TELLER									
UNDER \$20 MILLION	24	\$12,318	\$11,745	\$15,860	\$12,396	2			
\$20 TO \$29 MILLION	26	\$12,774	\$10,891	\$14,124	\$12,743	2			
\$30 TO \$39 MILLION	34	\$13,206	\$11,539	\$15,374	\$12,584	1			
\$40 TO \$49 MILLION	27	\$13,552	\$10,543	\$15,484	\$13,405	1			
\$50 TO \$99 MILLION	109	\$13,814	\$11,164	\$14,782	\$13,817	2			
\$100 TO \$249 MILLION	89	\$14,184	\$11,468	\$17,097	\$14,000	3			
\$250 TO \$499 MILLION	31	\$13,562	\$11,452	\$16,982	\$13,517	6			
\$500 TO \$999 MILLION	9	\$13,656	\$12,232	\$17,445	\$13,468	9			
\$1 BILLION AND OVER	13	\$16,790	\$13,536	\$20,488	\$16,806	50			
ALL BANKS	362	\$13,737	\$11,484	\$16,302	\$13,503	4			
301 SR COMMERCIAL LOAN OFFICER									
UNDER \$20 MILLION	5	\$29,410		\$34,650		1	47	10	4
\$20 TO \$29 MILLION	14	\$34,626		\$34,283		1	44	7	4
\$30 TO \$39 MILLION	13	\$31,693	\$24,385	\$40,876	\$31,200	1	37	5	7
\$40 TO \$49 MILLION	22	\$34,430	\$25,333	\$43,833	\$34,200	1	42	11	5
\$50 TO \$99 MILLION	78	\$37,218	\$27,576	\$41,878	\$37,740	1	42	10	5
\$100 TO \$249 MILLION	78	\$41,701	\$30,683	\$49,700	\$39,285	1	42	10	8
\$250 TO \$499 MILLION	29	\$44,450	\$31,131	\$50,355	\$43,385	2	44	11	13
\$500 TO \$999 MILLION	9	\$51,682	\$30,539	\$56,369	\$45,100	3	44	16	12
\$1 BILLION AND OVER	14	\$43,898	\$36,229	\$59,183	\$43,891	9	39	10	13
ALL BANKS	262	\$39,402	\$30,143	\$48,663	\$38,133	2	42	10	8

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GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
302 COMMERCIAL LOAN OFFICER									
UNDER \$20 MILLION	11	\$23,171	\$22,500 \$31,850	\$23,750	1	37	4	3	5
\$20 TO \$29 MILLION	6	\$30,033		\$27,600	1	42	6	3	3
\$30 TO \$39 MILLION	16	\$25,081	\$22,262 \$31,887	\$27,225	1	38	6	4	4
\$40 TO \$49 MILLION	14	\$23,416	\$18,467 \$24,133	\$21,600	1	38	6	4	7
\$50 TO \$99 MILLION	71	\$26,554	\$20,084 \$29,926	\$26,763	1	39	9	5	3
\$100 TO \$249 MILLION	82	\$27,912	\$20,881 \$34,436	\$28,307	2	38	9	4	3
\$250 TO \$499 MILLION	32	\$31,099	\$21,445 \$36,308	\$30,530	2	36	8	3	4
\$500 TO \$999 MILLION	7	\$29,659	\$24,013 \$46,850	\$27,812	6	36	9	5	2
\$1 BILLION AND OVER	14	\$29,156	\$24,397 \$39,200	\$30,029	10	28	6	3	3
ALL BANKS	253	\$27,468	\$21,409 \$34,398	\$27,593	2	38	8	4	3
303 SR CONSUMER LOAN OFFICER									
UNDER \$20 MILLION	5	\$19,760 *	\$20,333 \$27,667	\$20,500	1	42	10	7	1
\$20 TO \$29 MILLION	11	\$24,561	\$20,538 \$29,017	\$23,000	1	36	8	3	7
\$30 TO \$39 MILLION	9	\$27,329		\$29,237	1	35	9	4	7
\$40 TO \$49 MILLION	9	\$27,433	\$21,500 \$31,500	\$25,593	1	43	11	7	2
\$50 TO \$99 MILLION	44	\$28,868	\$21,188 \$31,272	\$27,250	1	46	12	8	4
\$100 TO \$249 MILLION	56	\$31,449	\$22,173 \$35,932	\$31,450	1	44	13	6	5
\$250 TO \$499 MILLION	23	\$33,895	\$25,844 \$40,951	\$32,000	1	45	15	7	13
\$500 TO \$999 MILLION	5	\$37,831	\$32,152 \$51,111	\$38,000	3	42	10	7	16
\$1 BILLION AND OVER	10	\$36,221	\$28,802 \$45,406	\$35,393	4	44	13	3	28
ALL BANKS	172	\$30,390	\$23,732 \$37,020	\$29,500	1	44	12	6	7
304 CONSUMER LOAN OFFICER									
UNDER \$20 MILLION	17	\$20,067	\$17,056 \$24,650	\$16,950 *	1	36	6	3	3
\$20 TO \$29 MILLION	16	\$18,757		\$18,550	1	34	8	2	2
\$30 TO \$39 MILLION	25	\$19,096	\$16,949 \$21,977	\$17,500	1	31	6	4	5
\$40 TO \$49 MILLION	20	\$19,622	\$14,350 \$22,312	\$16,442	2	34	8	4	2
\$50 TO \$99 MILLION	80	\$20,871	\$15,701 \$24,145	\$20,400	1	37	9	5	2
\$100 TO \$249 MILLION	84	\$20,667	\$16,354 \$25,481	\$19,963	2	40	11	4	3
\$250 TO \$499 MILLION	31	\$23,162	\$17,569 \$28,925	\$23,750	2	40	11	5	4
\$500 TO \$999 MILLION	6	\$25,018	\$21,458 \$34,086	\$25,121	2	44	15	4	9
\$1 BILLION AND OVER	10	\$25,324	\$20,658 \$32,408	\$25,175	7	40	13	4	20
ALL BANKS	289	\$20,896	\$17,009 \$26,188	\$20,000	2	38	9	4	3
305 SR MORTGAGE LOAN OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	6	\$26,504	\$21,500 \$32,500	\$26,040	1	34	8	4	2
\$50 TO \$39 MILLION	26	\$29,409	\$24,959 \$38,735	\$28,884	1	46	11	6	2
\$100 TO \$249 MILLION	42	\$32,341	\$24,219 \$39,531	\$31,100	1	45	12	5	3
\$250 TO \$499 MILLION	13	\$30,862	\$24,065 \$38,132	\$31,000	1	47	17	7	4
\$500 TO \$999 MILLION	8	\$35,624	\$28,194 \$43,666	\$33,350	1	45	16	8	6
\$1 BILLION AND OVER	8	\$40,544	\$33,073 \$52,865	\$39,107	2	47	18	18	20
ALL BANKS	106	\$31,864	\$26,007 \$41,410	\$30,400	1	45	13	6	4

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GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER									
UNDER \$20 MILLION	5	\$20,250 *	\$20,575	\$32,450	\$24,500	1	50	13	5
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							6
\$30 TO \$39 MILLION	7	\$19,922	\$16,108	\$23,842	\$20,000	1	38	3	1
\$40 TO \$49 MILLION	8	\$21,714	\$17,500	\$27,067	\$23,170	1	36	8	3
\$50 TO \$99 MILLION	47	\$23,514	\$18,865	\$24,869	\$23,295	1	41	11	2
\$100 TO \$249 MILLION	59	\$23,854	\$18,530	\$29,133	\$21,950	1	40	11	2
\$250 TO \$499 MILLION	22	\$24,678	\$18,244	\$29,084	\$23,650	2	39	11	2
\$500 TO \$999 MILLION	8	\$22,202	\$16,907	\$27,148	\$21,530	1	34	7	4
\$1 BILLION AND OVER	9	\$24,720	\$22,289	\$35,465	\$24,000	3	37	9	3
ALL BANKS	169	\$23,319	\$18,683	\$28,709	\$23,000	1	40	10	5
307 TRUST ACCOUNT ADMINISTRATOR									
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	14	\$18,518 *	\$12,432	\$16,800	\$15,000	1	39	7	4
\$100 TO \$249 MILLION	43	\$28,284	\$18,716	\$30,687	\$26,914	1	41	10	5
\$250 TO \$499 MILLION	19	\$35,644	\$23,903	\$38,670	\$38,500	1	42	11	5
\$500 TO \$999 MILLION	6	\$33,991	\$24,733	\$42,512	\$35,850	2	45	14	3
\$1 BILLION AND OVER	8	\$44,838	\$37,988	\$61,697	\$42,638	3	40	16	9
ALL BANKS	95	\$29,772	\$23,019	\$37,309	\$27,750	2	41	11	6
308 CORPORATE TRUST OFFICER									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	17	\$34,519	\$27,370	\$38,260	\$30,000	1	41	8	6
\$250 TO \$499 MILLION	16	\$35,823	\$24,456	\$40,144	\$35,825	1	45	12	3
\$500 TO \$999 MILLION	5	\$46,780	\$36,761	\$55,954	\$43,000	1	44	11	7
\$1 BILLION AND OVER	10	\$39,899	\$28,938	\$44,474	\$36,000	2	41	9	9
ALL BANKS	52	\$36,712	\$27,741	\$42,931	\$34,875	1	43	10	6
309 PERSONAL TRUST OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	7	\$17,753			\$16,500	1	38	11	8
\$50 TO \$99 MILLION	10	\$22,209			\$21,613	2	43	10	5
\$100 TO \$249 MILLION	30	\$26,595	\$21,140	\$30,489	\$25,100	2	42	10	5
\$250 TO \$499 MILLION	26	\$27,315	\$20,004	\$34,802	\$26,692	2	43	12	5
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							2
\$1 BILLION AND OVER	12	\$35,725	\$25,081	\$42,421	\$33,336	4	40	10	5
ALL BANKS	92	\$26,577	\$21,369	\$34,761	\$25,078	2	42	10	5

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GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
310 STAFF ATTORNEY									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	7	\$38,657	\$28,861 \$46,747	\$40,000	1	40	8	4	1
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	11	\$34,646	\$27,269 \$43,009	\$32,700	2	32	4	3	5
ALL BANKS	29	\$37,976	\$28,627 \$44,655	\$38,913	1	39	7	5	3
311 INTERNAL AUDITOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	6	\$13,024		\$12,414	1	39	9	2	
\$30 TO \$39 MILLION	6	\$19,122		\$19,500	1	36	10	2	1
\$40 TO \$49 MILLION	15	\$18,813	\$14,000 \$22,000	\$17,000	1	34	7	3	
\$50 TO \$99 MILLION	70	\$19,030	\$15,752 \$23,581	\$18,100	1	41	12	3	3
\$100 TO \$249 MILLION	65	\$23,845	\$19,303 \$30,074	\$22,750	1	39	9	5	2
\$250 TO \$499 MILLION	25	\$25,747	\$20,601 \$30,479	\$22,700	1	39	11	4	3
\$500 TO \$999 MILLION	6	\$26,381	\$24,253 \$38,113	\$26,850	2	36	8	3	5
\$1 BILLION AND OVER	12	\$27,590	\$23,237 \$36,826	\$24,838	5	34	7	4	7
ALL BANKS	206	\$21,960	\$19,072 \$29,205	\$20,945	1	39	10	4	2
312 LOAN REVIEW OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	15	\$19,017	\$16,571 \$24,306	\$20,300	1	35	6	2	6
\$100 TO \$249 MILLION	33	\$25,727	\$18,610 \$30,615	\$23,850	1	38	8	3	2
\$250 TO \$499 MILLION	10	\$28,540	\$20,865 \$36,066	\$29,265	1	35	6	2	5
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	13	\$34,825	\$25,243 \$41,671	\$31,835	3	38	12	5	9
ALL BANKS	79	\$26,011	\$20,616 \$33,485	\$23,670	1	37	8	3	4
313 BUSINESS DEVELOPMENT OFFICER									
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	11	\$27,064		\$27,550	1	46	8	3	6
\$100 TO \$249 MILLION	24	\$29,567	\$21,735 \$34,360	\$29,000	1	47	10	3	2
\$250 TO \$499 MILLION	16	\$31,988	\$24,944 \$38,710	\$34,250	1	44	8	2	1
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$40,473 *	\$24,225 \$36,927	\$33,000	1	48	17	4	1
ALL BANKS	64	\$29,777	\$22,880 \$35,603	\$29,625	1	46	9	3	3

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
314 SYSTEMS ANALYST										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	6	\$23,457			\$25,544	1	33	5	3	2
\$100 TO \$249 MILLION	12	\$22,446	\$14,999	\$23,185	\$21,973	1	34	7	4	25
\$250 TO \$499 MILLION	8	\$27,410 *	\$17,554	\$26,341	\$25,000	1	35	7	4	2
\$500 TO \$999 MILLION	6	\$27,350	\$21,744	\$33,699	\$28,165	3	38	7	5	3
\$1 BILLION AND OVER	12	\$30,134	\$23,792	\$37,468	\$29,433	9	36	5	2	9
ALL BANKS	45	\$26,065	\$19,970	\$31,028	\$26,000	4	35	6	3	5
315 SR COMPUTER PROGRAMMER										
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	12	\$21,584	\$15,658	\$24,487	\$20,675	2	34	7	4	5
\$250 TO \$499 MILLION	12	\$23,790	\$16,521	\$24,403	\$24,140	1	32	7	4	8
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	10	\$30,113	\$23,517	\$37,128	\$29,013	12	33	5	4	18
ALL BANKS	41	\$24,694	\$18,893	\$29,124	\$24,961	4	34	7	5	7
316 COMPUTER PROGRAMMER										
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	6	\$21,046	\$18,000	\$25,650	\$20,350	1	33	9	3	3
\$100 TO \$249 MILLION	14	\$17,805	\$15,022	\$24,563	\$17,970	2	31	5	2	
\$250 TO \$499 MILLION	10	\$20,190 *	\$13,758	\$18,796	\$19,190 *	2	31	6	3	4
\$500 TO \$999 MILLION	5	\$19,846	\$16,964	\$26,984	\$21,000	3	31	2	1	
\$1 BILLION AND OVER	11	\$22,379	\$19,459	\$29,756	\$21,790	14	27	3	2	
ALL BANKS	48	\$19,864	\$16,795	\$25,628	\$20,034	5	31	5	2	3
317 SR COMPUTER OPERATOR										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	15	\$14,271	\$10,845	\$15,104	\$13,440	1	31	6	3	3
\$100 TO \$249 MILLION	21	\$14,677	\$12,141	\$18,577	\$15,080	2	31	7	3	3
\$250 TO \$499 MILLION	12	\$15,309	\$12,529	\$17,255	\$14,846	1	28	5	3	4
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	10	\$19,796	\$16,014	\$24,497	\$20,356	5	32	8	4	
ALL BANKS	71	\$15,451	\$12,815	\$18,702	\$15,225	2	31	7	3	3

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GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
318 COMPUTER OPERATOR									
UNDER \$20 MILLION	3	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	5	\$11,648 *	\$12,552	\$12,840	\$11,050 *	2	28	6	3
\$30 TO \$39 MILLION	10	\$12,626	\$10,455	\$16,095	\$12,475	1	32	6	3
\$40 TO \$49 MILLION	9	\$11,198	\$9,633	\$12,400	\$11,000	1	29	4	2
\$50 TO \$99 MILLION	35	\$11,255	\$9,533	\$13,705	\$11,100	2	28	4	3
\$100 TO \$249 MILLION	44	\$11,459	\$9,606	\$14,474	\$11,130	2	26	4	3
\$250 TO \$499 MILLION	20	\$12,358	\$10,017	\$14,703	\$12,209	3	27	4	3
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	12	\$16,871	\$14,065	\$20,994	\$17,040	9	29	10	3
ALL BANKS	142	\$12,007	\$10,471	\$15,223	\$11,700	3	28	5	3
319 STAFF APPRAISER									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	9	\$23,968	\$17,796	\$27,453	\$22,500	1	57	13	6
320 CONSUMER LOAN COLLECTOR									
UNDER \$20 MILLION	4	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	8	\$14,331	\$13,042	\$16,667	\$14,285	1	33	4	2
\$50 TO \$99 MILLION	43	\$14,515	\$11,077	\$15,538	\$14,040	1	36	5	3
\$100 TO \$249 MILLION	68	\$15,224	\$11,899	\$18,125	\$14,178	2	36	5	3
\$250 TO \$499 MILLION	25	\$14,315	\$11,969	\$17,258	\$14,125	3	34	5	3
\$500 TO \$999 MILLION	7	\$17,797	\$12,692	\$18,363	\$15,860	8	37	6	5
\$1 BILLION AND OVER	12	\$19,227	\$16,090	\$24,967	\$17,619	11	36	14	5
ALL BANKS	173	\$15,246	\$12,296	\$17,969	\$14,400	3	35	6	3
321 PERSONNEL ASSISTANT									
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	14	\$13,345	\$11,722	\$16,323	\$12,620	1	35	5	2
\$100 TO \$249 MILLION	41	\$15,426	\$12,373	\$18,557	\$15,240	1	37	9	4
\$250 TO \$499 MILLION	24	\$17,996	\$14,229	\$21,067	\$17,010	1	37	8	4
\$500 TO \$999 MILLION	6	\$18,046	\$14,428	\$23,585	\$15,945	1	32	6	4
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	94	\$16,191	\$13,344	\$19,799	\$15,697	1	37	8	3

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GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
322 EMPLOYMENT INTERVIEWER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	11	\$20,412	\$17,702	\$27,414	2	31	8	4	
ALL BANKS	20	\$18,373	\$16,115	\$23,677	2	30	6	3	6
323 ASST BRANCH MANAGER(LARGE +31)									
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$25,916	\$21,982	\$34,929	9	26	9	2	18
ALL BANKS	13	\$22,204	\$21,534	\$35,190	5	39	8	4	13
324 ASST BRANCH MANAGER(MED 10-30)									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$15,620	\$11,938	\$16,473	1	41	11	3	10
\$100 TO \$249 MILLION	28	\$17,736	\$15,050	\$23,326	2	39	8	4	11
\$250 TO \$499 MILLION	16	\$21,220	\$16,562	\$23,242	2	39	13	3	13
\$500 TO \$999 MILLION	8	\$20,404	\$17,598	\$28,080	5	38	11	4	12
\$1 BILLION AND OVER	10	\$21,644	\$19,060	\$29,073	22	36	10	3	13
ALL BANKS	74	\$19,017	\$16,281	\$24,376	5	39	11	3	11
325 ASST BRANCH MANAGER(SMALL 10)									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	31	\$14,717	\$12,307	\$17,025	2	42	10	4	5
\$100 TO \$249 MILLION	47	\$15,238	\$13,132	\$20,379	2	38	10	3	7
\$250 TO \$499 MILLION	15	\$17,460	\$14,221	\$20,983	3	42	13	4	8
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	10	\$20,420	\$18,150	\$27,116	19	35	9	4	7
ALL BANKS	116	\$15,981	\$14,061	\$20,863	4	40	11	4	6

GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$19,375	\$11,528 \$22,077	\$16,850	1	33	7	3	8
\$100 TO \$249 MILLION	21	\$20,906	\$14,840 \$23,192	\$19,000	1	33	7	3	3
\$250 TO \$499 MILLION	17	\$19,993	\$16,353 \$22,896	\$19,740	1	29	4	2	5
\$500 TO \$999 MILLION	6	\$19,540	\$17,974 \$25,289	\$18,404	2	33	6	4	5
\$1 BILLION AND OVER	13	\$22,289	\$19,805 \$29,812	\$21,512	4	28	4	2	8
ALL BANKS	69	\$20,530	\$17,058 \$25,315	\$19,581	2	31	5	3	5
327 OFFICER TRAINEE (B.A.)									
\$20 TO \$29 MILLION	7	\$16,643	\$12,000 \$16,600	\$16,600	1	27	2	2	3
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	16	\$13,856	\$12,846 \$16,436	\$13,800	2	25	3	2	3
\$100 TO \$249 MILLION	23	\$15,281	\$12,223 \$19,981	\$14,758	2	25	2	1	2
\$250 TO \$499 MILLION	14	\$14,844	\$13,316 \$18,997	\$14,500	2	25	2	1	3
\$500 TO \$999 MILLION	6	\$14,648	\$13,738 \$20,792	\$14,609	2	26	1	1	
\$1 BILLION AND OVER	9	\$18,149	\$16,048 \$23,956	\$17,062	21	24	1	1	
ALL BANKS	80	\$15,204	\$13,461 \$19,357	\$14,960	4	25	2	1	3
328 OFFICER TRAINEE (M.A.)									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	14	\$17,863	\$15,666 \$22,715	\$15,750	5	30	4	2	5
329 ADVERTISING OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	13	\$17,594	\$13,252 \$19,226	\$16,700	1	39	6	3	2
\$100 TO \$249 MILLION	13	\$19,362	\$15,398 \$22,747	\$16,360	1	37	9	3	3
\$250 TO \$499 MILLION	12	\$22,492	\$17,207 \$26,935	\$22,050	1	40	5	2	1
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	7	\$35,200	\$27,594 \$43,528	\$32,400	1	37	8	6	4
ALL BANKS	50	\$22,599	\$19,437 \$30,420	\$21,050	1	38	7	3	3

GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
330 NEW ACCOUNTS OFFICER										
UNDER \$20 MILLION	3	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	6	\$15,107	\$10,000	\$17,500	\$15,250	1	35	7	2	2
\$30 TO \$39 MILLION	5	\$16,166	\$13,250	\$20,025	\$16,640	2	41	13	4	2
\$40 TO \$49 MILLION	10	\$17,095	\$14,500	\$24,818	\$16,812	1	46	13	6	4
\$50 TO \$99 MILLION	46	\$18,144	\$13,597	\$19,239	\$18,277	1	43	13	5	6
\$100 TO \$249 MILLION	45	\$19,642	\$16,530	\$26,292	\$19,500	2	44	15	5	5
\$250 TO \$499 MILLION	17	\$20,473	\$17,053	\$27,415	\$20,705	3	45	10	5	8
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	6	\$20,626	\$17,009	\$26,142	\$19,260	21	39	15	4	
ALL BANKS	142	\$18,635	\$15,289	\$23,286	\$18,175	3	43	13	5	5
401 CHIEF EXECUTIVE OFFICER										
UNDER \$20 MILLION	28	\$43,896	\$40,457	\$59,384	\$43,250	1	47	11	8	18
\$20 TO \$29 MILLION	34	\$50,374	\$41,949	\$55,457	\$49,282	1	47	15	10	19
\$30 TO \$39 MILLION	36	\$51,730	\$43,887	\$57,063	\$52,750	1	46	12	5	19
\$40 TO \$49 MILLION	33	\$60,901	\$45,571	\$81,857	\$60,000	1	53	19	9	23
\$50 TO \$99 MILLION	119	\$63,761	\$49,780	\$77,244	\$62,500	1	51	15	8	35
\$100 TO \$249 MILLION	100	\$86,951	\$66,710	\$105,343	\$85,147	1	50	16	7	71
\$250 TO \$499 MILLION	33	\$114,265	\$85,383	\$125,788	\$114,996	1	54	21	9	183
\$500 TO \$999 MILLION	9	\$147,139	\$108,878	\$171,605	\$162,250	1	57	19	11	300
\$1 BILLION AND OVER	16	\$260,766	\$193,246	\$314,242	\$262,500	1	55	11	4	2688
ALL BANKS	408	\$79,323	\$66,106	\$101,975	\$66,004 *	1	51	16	8	155
402 CHIEF ADMINISTRATIVE OFFICER										
UNDER \$20 MILLION	14	\$41,163	\$39,700	\$68,615	\$39,126 *	1	41	9	6	26
\$20 TO \$29 MILLION	14	\$36,534	\$28,883	\$36,956	\$34,000	1	42	12	8	14
\$30 TO \$39 MILLION	12	\$36,912 *	\$38,867	\$50,692	\$35,400 *	1	43	7	3	19
\$40 TO \$49 MILLION	16	\$42,409	\$38,000	\$58,000	\$39,820	1	45	15	7	19
\$50 TO \$99 MILLION	57	\$47,486	\$36,254	\$55,646	\$46,250	1	49	16	7	27
\$100 TO \$249 MILLION	56	\$56,373	\$45,342	\$71,817	\$55,050	1	49	17	6	52
\$250 TO \$499 MILLION	24	\$87,289	\$64,387	\$98,010	\$88,250	1	45	14	6	137
\$500 TO \$999 MILLION	6	\$95,987	\$71,667	\$115,933	\$97,649	1	53	17	5	213
\$1 BILLION AND OVER	13	\$165,874	\$121,600	\$204,209	\$150,000	1	51	18	4	1692
ALL BANKS	212	\$60,849	\$49,006	\$76,606	\$50,850	1	47	15	6	132
403 CHIEF FINANCIAL OFFICER										
UNDER \$20 MILLION	3	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	8	\$37,584			\$36,400	1	41	13	5	16
\$40 TO \$49 MILLION	7	\$29,557			\$30,000	1	39	14	7	15
\$50 TO \$99 MILLION	30	\$37,096	\$28,225	\$45,267	\$37,550	1	42	11	6	12
\$100 TO \$249 MILLION	50	\$44,743	\$33,530	\$52,629	\$43,000	1	44	14	5	13
\$250 TO \$499 MILLION	17	\$63,326	\$50,009	\$76,404	\$60,000	1	40	9	4	27
\$500 TO \$999 MILLION	6	\$65,282	\$53,981	\$84,655	\$65,000	1	47	18	9	11
\$1 BILLION AND OVER	14	\$101,698	\$70,466	\$112,877	\$96,500	1	45	9	4	150
ALL BANKS	137	\$50,439	\$42,521	\$66,022	\$43,250	1	43	12	5	27

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GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
404 SR OPERATIONS OFFICER									
UNDER \$20 MILLION	9	\$25,502	\$23,000 \$34,333	\$27,000	1	46	10	5	8
\$20 TO \$29 MILLION	21	\$28,199 *	\$30,500 \$42,500	\$27,900 *	1	46	17	7	11
\$30 TO \$39 MILLION	16	\$29,156	\$25,500 \$33,100	\$28,000	1	37	8	4	8
\$40 TO \$49 MILLION	17	\$33,618	\$32,125 \$43,750	\$37,000	1	39	12	6	12
\$50 TO \$99 MILLION	75	\$33,505	\$26,572 \$40,038	\$33,125	1	43	15	6	22
\$100 TO \$249 MILLION	75	\$41,399	\$33,008 \$53,278	\$40,222	1	43	13	5	37
\$250 TO \$499 MILLION	30	\$46,128	\$34,886 \$54,239	\$44,050	1	46	18	5	68
\$500 TO \$999 MILLION	9	\$48,621	\$41,616 \$65,299	\$47,960	1	45	13	6	69
\$1 BILLION AND OVER	12	\$73,834	\$53,742 \$88,531	\$71,005	1	45	18	5	540
ALL BANKS	264	\$38,579	\$33,417 \$51,778	\$36,138	1	43	14	6	49
405 OPERATIONS OFFICER									
UNDER \$20 MILLION	18	\$17,786	\$15,407 \$20,958	\$18,250	1	35	6	3	7
\$20 TO \$29 MILLION	17	\$19,395	\$15,496 \$23,375	\$17,000	1	40	10	6	9
\$30 TO \$39 MILLION	22	\$19,981	\$17,331 \$23,234	\$18,945	1	35	9	3	11
\$40 TO \$49 MILLION	16	\$19,520	\$18,000 \$29,300	\$17,905 *	1	36	11	5	8
\$50 TO \$99 MILLION	74	\$21,611	\$16,889 \$23,778	\$20,300	1	42	11	5	13
\$100 TO \$249 MILLION	76	\$24,609	\$19,288 \$31,011	\$22,932	2	42	14	4	21
\$250 TO \$499 MILLION	27	\$28,319	\$20,753 \$35,720	\$29,400	2	40	12	4	35
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	12	\$48,427	\$37,555 \$62,377	\$44,659	3	43	18	7	211
ALL BANKS	265	\$23,778	\$20,184 \$31,757	\$21,482	2	40	12	4	26
406 PERSONNEL OFFICER/DIRECTOR									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	46	\$21,400	\$16,972 \$25,315	\$20,625	1	45	13	4	7
\$100 TO \$249 MILLION	84	\$26,412	\$21,021 \$33,181	\$26,591	1	43	12	5	3
\$250 TO \$499 MILLION	35	\$33,788	\$27,317 \$44,339	\$33,175	1	44	10	6	8
\$500 TO \$999 MILLION	7	\$46,450	\$37,842 \$58,062	\$47,080	1	48	16	9	12
\$1 BILLION AND OVER	13	\$76,664	\$53,417 \$87,232	\$78,500	1	49	12	7	44
ALL BANKS	194	\$30,615	\$26,148 \$41,093	\$27,151	1	44	12	5	9
407 MARKETING OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	7	\$22,045	\$15,000 \$25,000	\$21,708	1	44	11	4	11
\$50 TO \$99 MILLION	35	\$24,604	\$17,308 \$25,168	\$24,000	1	38	7	3	2
\$100 TO \$249 MILLION	65	\$28,813	\$20,917 \$33,191	\$27,000	1	42	10	5	3
\$250 TO \$499 MILLION	25	\$42,068	\$31,036 \$51,110	\$42,005	1	43	10	4	4
\$500 TO \$999 MILLION	6	\$50,251	\$39,797 \$60,179	\$53,250	1	44	11	5	6
\$1 BILLION AND OVER	10	\$69,675	\$46,375 \$73,328	\$62,250	1	40	10	4	109
ALL BANKS	152	\$32,919	\$26,350 \$41,534	\$30,557	1	41	9	4	12

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
408 CONTROLLER									
UNDER \$20 MILLION	6	\$24,083	\$21,667	\$30,733	\$25,500	1	41	11	7
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	5	\$26,500			\$25,000	1	47	19	5
\$40 TO \$49 MILLION	6	\$24,450	\$19,000	\$31,500	\$25,350	1	34	9	7
\$50 TO \$99 MILLION	41	\$30,489	\$21,961	\$35,615	\$30,000	1	39	11	9
\$100 TO \$249 MILLION	52	\$32,785	\$25,191	\$40,259	\$31,900	1	40	11	5
\$250 TO \$499 MILLION	29	\$39,829	\$29,394	\$44,636	\$39,857	1	36	9	7
\$500 TO \$999 MILLION	8	\$40,445	\$33,617	\$51,685	\$39,200	1	38	14	9
\$1 BILLION AND OVER	11	\$67,245	\$52,915	\$87,947	\$71,500	1	40	10	61
ALL BANKS	160	\$35,242	\$29,073	\$45,990	\$33,240	1	39	10	10
409 GENERAL ACCOUNTING MANAGER									
UNDER \$20 MILLION	4	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	5	\$17,338			\$16,500	1	37	10	4
\$30 TO \$39 MILLION	6	\$18,100			\$15,050	1	37	9	3
\$40 TO \$49 MILLION	5	\$16,604	\$12,484	\$17,584	\$17,200	1	41	14	8
\$50 TO \$99 MILLION	32	\$18,076	\$13,898	\$19,568	\$18,321	1	41	13	4
\$100 TO \$249 MILLION	35	\$19,779	\$15,569	\$24,164	\$20,496	1	41	15	6
\$250 TO \$499 MILLION	12	\$25,528	\$20,937	\$32,145	\$24,500	1	37	11	5
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							6
\$1 BILLION AND OVER	15	\$39,859	\$31,699	\$51,284	\$43,400	1	33	9	3
ALL BANKS	118	\$22,159	\$19,883	\$30,958	\$20,175	1	40	13	5
410 BRANCH ADMINISTRATION OFFICER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	12	\$26,603	\$21,608	\$32,820	\$22,800	1	43	11	5
\$100 TO \$249 MILLION	24	\$29,150	\$26,508	\$39,953	\$29,600	1	41	13	3
\$250 TO \$499 MILLION	13	\$34,573	\$26,299	\$43,391	\$32,500	1	44	13	3
\$500 TO \$999 MILLION	7	\$50,626	\$38,401	\$59,177	\$51,700	1	41	14	5
\$1 BILLION AND OVER	6	\$53,205	\$45,392	\$72,083	\$54,496	2	42	14	2
ALL BANKS	63	\$34,395	\$29,331	\$46,004	\$32,500	1	42	13	4
411 BRANCH MANAGER (LARGE +31)									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	8	\$34,641	\$28,008	\$44,289	\$34,336	12	45	18	6
ALL BANKS	16	\$33,614	\$27,826	\$44,921	\$33,737	7	46	14	4

GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
412 BRANCH MANAGER (MEDIUM 10-30)									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	20	\$23,480	\$20,471 \$29,070	\$22,400	1	42	10	4	11
\$100 TO \$249 MILLION	36	\$26,414	\$20,111 \$31,790	\$25,913	2	42	15	7	14
\$250 TO \$499 MILLION	21	\$27,565	\$21,841 \$32,298	\$27,100	2	44	16	6	16
\$500 TO \$999 MILLION	8	\$29,958	\$24,019 \$38,422	\$29,502	6	43	15	6	18
\$1 BILLION AND OVER	11	\$28,779	\$23,676 \$37,115	\$28,513	22	39	13	5	15
ALL BANKS	102	\$26,243	\$21,577 \$32,657	\$26,694	4	42	14	6	14
413 BRANCH MANAGER (SMALL 10)									
UNDER \$20 MILLION	7	\$14,986 *	\$16,320 \$26,100	\$14,850 *	3	45	8	4	4
\$20 TO \$29 MILLION	9	\$18,403	\$14,965 \$20,730	\$16,660	2	43	14	6	3
\$30 TO \$39 MILLION	8	\$19,144 *	\$15,897 \$18,547	\$19,188 *	2	38	10	4	5
\$40 TO \$49 MILLION	14	\$19,332	\$13,989 \$23,349	\$18,002	2	36	11	5	4
\$50 TO \$99 MILLION	64	\$19,472	\$15,573 \$23,536	\$18,169	2	43	11	4	5
\$100 TO \$249 MILLION	67	\$21,400	\$17,717 \$28,482	\$20,367	3	42	12	5	15
\$250 TO \$499 MILLION	21	\$22,523	\$18,789 \$29,891	\$20,944	6	42	15	4	13
\$500 TO \$999 MILLION	6	\$24,969	\$21,258 \$32,697	\$25,988	8	41	14	5	14
\$1 BILLION AND OVER	12	\$25,659	\$21,588 \$33,585	\$25,764	19	38	12	5	8
ALL BANKS	208	\$20,737	\$17,684 \$27,492	\$20,000	4	42	12	5	10
414 DATA PROCESSING DIRECTOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	12	\$24,745 *	\$15,980 \$22,537	\$23,904 *	1	37	7	4	7
\$100 TO \$249 MILLION	31	\$34,818	\$24,761 \$39,624	\$34,100	1	40	11	5	13
\$250 TO \$499 MILLION	18	\$43,072	\$30,514 \$46,665	\$43,187	1	45	17	8	13
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	11	\$85,707	\$57,999 \$97,252	\$86,000	1	44	9	4	196
ALL BANKS	80	\$41,806	\$32,933 \$52,634	\$39,204	1	41	12	6	33
415 COMPUTER CENTER MANAGER									
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	11	\$19,485	\$16,595 \$25,441	\$20,000	1	29	7	3	4
\$100 TO \$249 MILLION	11	\$28,701	\$20,374 \$34,295	\$29,400	1	43	14	6	8
\$250 TO \$499 MILLION	7	\$27,234	\$22,056 \$32,791	\$28,400	1	36	9	4	12
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	13	\$56,750	\$40,404 \$66,485	\$56,000	1	43	12	6	117
ALL BANKS	49	\$33,285	\$28,559 \$45,771	\$29,250	1	38	11	5	33

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GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER									
\$100 TO \$249 MILLION	11	\$28,019	\$20,531 \$28,931	\$27,600	1	38	10	4	4
\$250 TO \$499 MILLION	11	\$35,961	\$27,062 \$38,231	\$36,700	1	36	8	4	5
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	12	\$56,229	\$40,327 \$67,098	\$54,550	1	41	10	4	64
ALL BANKS	37	\$40,503	\$30,118 \$46,508	\$37,450	1	38	9	5	22
417 DP OPERATIONS SUPERVISOR									
UNDER \$20 MILLION	3	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	10	\$15,191	\$11,645 \$16,604	\$15,250	1	35	13	4	4
\$100 TO \$249 MILLION	27	\$19,256	\$14,352 \$22,183	\$18,100	1	34	10	3	6
\$250 TO \$499 MILLION	11	\$22,764	\$14,932 \$23,465	\$23,376	2	42	14	5	6
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	9	\$35,864	\$28,116 \$45,459	\$34,800	2	38	14	5	34
ALL BANKS	68	\$21,212	\$17,149 \$26,786	\$18,659	1	37	12	4	10
418 PURCHASING MANAGER									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$16,957	\$13,504 \$22,278	\$15,571	1	49	5	4	6
\$100 TO \$249 MILLION	35	\$19,953	\$14,772 \$22,593	\$19,000	1	43	11	5	2
\$250 TO \$499 MILLION	21	\$24,846	\$18,044 \$28,161	\$25,025	1	46	12	6	7
\$500 TO \$999 MILLION	6	\$26,003	\$19,454 \$30,672	\$27,790	1	47	16	5	13
\$1 BILLION AND OVER	11	\$33,443	\$24,673 \$38,833	\$33,748	1	43	19	5	8
ALL BANKS	82	\$23,033	\$18,435 \$28,391	\$21,437	1	44	12	5	6
419 COMMERCIAL CREDIT DEPT MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	13	\$18,519	\$13,926 \$19,781	\$16,800	1	37	13	7	3
\$100 TO \$249 MILLION	33	\$21,728	\$18,180 \$28,153	\$19,660	1	37	9	4	4
\$250 TO \$499 MILLION	10	\$31,735	\$24,182 \$37,018	\$31,075	1	35	10	3	7
\$500 TO \$999 MILLION	8	\$26,082	\$22,136 \$33,217	\$26,450	1	39	14	3	7
\$1 BILLION AND OVER	13	\$48,242	\$35,276 \$58,812	\$43,000	1	41	13	7	40
ALL BANKS	83	\$27,375	\$23,641 \$37,156	\$24,414	1	38	11	5	10

GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
420 CONSUMER LOAN DEPT MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	6	\$22,984	\$18,000 \$25,000	\$20,750	1	40	13	6	3
\$50 TO \$99 MILLION	22	\$27,201	\$20,687 \$28,100	\$27,673	1	41	8	4	4
\$100 TO \$249 MILLION	50	\$32,164	\$25,313 \$39,288	\$31,100	1	42	14	6	8
\$250 TO \$499 MILLION	22	\$37,807	\$27,090 \$43,797	\$38,867	1	46	15	8	15
\$500 TO \$999 MILLION	7	\$41,174	\$35,915 \$54,031	\$41,467	1	44	20	8	25
\$1 BILLION AND OVER	11	\$43,813	\$32,676 \$54,285	\$42,432	1	45	19	4	37
ALL BANKS	125	\$33,117	\$26,492 \$41,200	\$32,650	1	42	13	6	11
421 MORTGAGE LOAN DEPT MANAGER									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	17	\$24,059	\$20,647 \$28,060	\$21,721	1	47	15	6	2
\$100 TO \$249 MILLION	24	\$32,729	\$25,049 \$38,403	\$30,400	1	42	13	6	5
\$250 TO \$499 MILLION	18	\$40,145	\$26,608 \$41,440	\$39,500	1	42	12	6	4
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	11	\$62,421	\$41,215 \$65,813	\$47,000	1	43	15	4	31
ALL BANKS	81	\$36,545	\$28,166 \$42,752	\$33,500	1	43	14	6	8
422 COMMERCIAL LOAN DEPT MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	25	\$33,080	\$29,766 \$43,281	\$36,255	1	41	10	5	6
\$100 TO \$249 MILLION	40	\$42,931	\$32,244 \$50,618	\$41,250	1	42	10	5	8
\$250 TO \$499 MILLION	23	\$53,125	\$36,018 \$57,421	\$52,000	1	45	13	6	13
\$500 TO \$999 MILLION	5	\$64,560	\$48,073 \$73,202	\$65,800	1	48	20	7	30
\$1 BILLION AND OVER	12	\$66,152	\$48,669 \$79,054	\$62,800	2	43	17	5	38
ALL BANKS	113	\$45,609	\$35,945 \$56,417	\$43,050	1	42	12	5	12
423 SR TRUST OFFICER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	5	\$25,210		\$25,000	1	38	10	4	1
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	24	\$32,733	\$20,708 \$37,774	\$32,250	1	45	12	6	3
\$100 TO \$249 MILLION	59	\$44,254	\$31,917 \$52,823	\$43,500	1	46	12	7	7
\$250 TO \$499 MILLION	30	\$53,972	\$36,800 \$60,139	\$49,750	1	47	13	8	13
\$500 TO \$999 MILLION	8	\$55,786	\$52,482 \$81,711	\$56,050	1	53	16	7	19
\$1 BILLION AND OVER	10	\$100,558 *	\$54,781 \$94,242	\$92,500	1	49	17	9	118
ALL BANKS	141	\$47,573	\$35,922 \$58,794	\$44,000	1	46	13	7	14

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GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
424 TRUST OPERATIONS MANAGER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	15	\$20,246	\$17,224	\$27,572	\$19,000	1	44	12	7	3
\$100 TO \$249 MILLION	36	\$21,780	\$18,509	\$29,765	\$19,275	1	41	13	5	5
\$250 TO \$499 MILLION	19	\$28,228	\$22,833	\$35,106	\$26,980	1	38	11	5	7
\$500 TO \$999 MILLION	8	\$26,931	\$20,427	\$31,551	\$26,000	1	41	12	5	9
\$1 BILLION AND OVER	14	\$54,315	\$38,658	\$63,194	\$47,700	1	42	11	5	117
ALL BANKS	99	\$27,818	\$24,021	\$38,278	\$22,975 *	1	41	13	5	21
425 TELEPHONE SUPERVISOR										
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	10	\$24,066	\$19,545	\$30,710	\$25,486	1	41	14	3	5
ALL BANKS	19	\$19,091	\$17,057	\$26,322	\$18,360	1	40	12	3	4
426 COMPENSATION & BENEFITS MGR										
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	12	\$45,710	\$35,366	\$58,064	\$43,850	1	38	8	2	10
ALL BANKS	23	\$34,574	\$34,328	\$55,805	\$31,590 *	1	39	9	4	8
427 PAYROLL SUPERVISOR										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	6	\$15,246	\$12,332	\$15,405	\$15,003	1	50	14	4	
\$100 TO \$249 MILLION	12	\$15,277	\$15,250	\$20,485	\$14,544 *	1	44	10	6	2
\$250 TO \$499 MILLION	8	\$15,271	\$12,155	\$18,287	\$14,160	1	48	12	4	4
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	14	\$25,004	\$19,603	\$30,421	\$23,310	1	43	14	4	4
ALL BANKS	47	\$18,480	\$15,894	\$23,811	\$16,810	1	44	12	5	4

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GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
428 INTERNAL AUDIT MANAGER									
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	14	\$21,401	\$20,044	\$28,770	\$21,020	1	32	7	3
\$100 TO \$249 MILLION	27	\$25,458	\$18,395	\$29,182	\$26,280	1	39	11	5
\$250 TO \$499 MILLION	22	\$33,458	\$24,371	\$37,510	\$33,700	1	43	13	6
\$500 TO \$999 MILLION	7	\$36,330	\$26,828	\$41,142	\$38,750	1	40	20	10
\$1 BILLION AND OVER	12	\$51,758	\$35,318	\$57,090	\$47,000	1	43	14	3
ALL BANKS	86	\$30,894	\$24,813	\$38,838	\$28,474	1	39	12	5
429 SECURITY MANAGER									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$26,460 *	\$13,438	\$20,311	\$23,250 *	1	57	17	10
\$100 TO \$249 MILLION	13	\$25,325	\$21,013	\$33,328	\$23,373	1	44	11	5
\$250 TO \$499 MILLION	12	\$23,577	\$18,425	\$26,663	\$23,675	1	52	13	6
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	15	\$40,235	\$28,988	\$47,152	\$39,300	1	49	16	7
ALL BANKS	51	\$29,036	\$22,338	\$36,134	\$25,000	1	49	14	6
430 CONSUMER LOAN COLLECTION MGR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	13	\$19,183	\$14,101	\$21,867	\$16,016	1	41	7	4
\$100 TO \$249 MILLION	34	\$19,702	\$15,144	\$22,805	\$19,390	1	41	9	4
\$250 TO \$499 MILLION	18	\$21,577	\$17,372	\$25,788	\$21,212	1	40	8	3
\$500 TO \$999 MILLION	6	\$23,992	\$20,334	\$30,852	\$23,588	1	39	10	5
\$1 BILLION AND OVER	13	\$34,447	\$27,144	\$44,363	\$35,400	1	47	17	5
ALL BANKS	90	\$22,190	\$18,503	\$28,489	\$20,639	1	41	9	4
431 TRAINING DIRECTOR									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$13,119	\$11,040	\$16,511	\$12,400	1	41	7	3
\$100 TO \$249 MILLION	11	\$18,357	\$15,810	\$24,271	\$17,320	1	37	8	2
\$250 TO \$499 MILLION	6	\$16,807	\$13,740	\$21,720	\$16,950	1	32	5	2
\$500 TO \$999 MILLION	5	\$23,166	\$18,941	\$30,884	\$23,300	1	38	6	3
\$1 BILLION AND OVER	13	\$36,604	\$28,521	\$45,363	\$35,400	1	42	8	3
ALL BANKS	46	\$22,871	\$20,033	\$31,619	\$18,950 *	1	38	7	3

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GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
432 EMPLOYMENT MANAGEMENT										
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	14	\$36,251	\$27,394	\$43,142	\$32,100	1	40	9	4	8
ALL BANKS	24	\$32,114	\$27,550	\$42,814	\$28,128	1	43	10	5	7
433 SR BUSINESS DEVELOPMENT OFFICE										
\$50 TO \$99 MILLION	7	\$34,376	\$30,050	\$47,850	\$33,330	1	46	10	5	1
\$100 TO \$249 MILLION	12	\$39,005	\$25,823	\$46,812	\$40,500	1	53	14	5	2
\$250 TO \$499 MILLION	11	\$42,364	\$30,317	\$49,210	\$45,000	1	42	10	4	16
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	6	\$51,418	\$46,626	\$73,927	\$54,354	1	54	15	5	15
ALL BANKS	39	\$41,065	\$33,122	\$54,097	\$40,900	1	49	12	5	9
434 SR INTERNATIONAL BANKING OFFIC										
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	13	\$65,104	\$41,346	\$67,230	\$67,500 *	1	44	11	2	48
ALL BANKS	19	\$54,992	\$38,670	\$61,589	\$50,000	1	41	11	3	35
435 SR INVESTMENT OFFICER										
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	10	\$31,190	\$28,200	\$42,450	\$31,200	1	53	20	8	2
\$100 TO \$249 MILLION	26	\$41,098	\$31,398	\$49,809	\$39,100	1	45	14	4	2
\$250 TO \$499 MILLION	18	\$42,929	\$31,873	\$49,665	\$40,350	1	43	10	5	4
\$500 TO \$999 MILLION	6	\$52,917	\$35,655	\$55,095	\$47,500	1	47	15	9	5
\$1 BILLION AND OVER	12	\$77,658	\$50,887	\$82,814	\$64,500	1	42	11	5	34
ALL BANKS	76	\$45,676	\$36,285	\$57,068	\$40,505	1	45	14	5	8

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GEOGRAPHIC REGION V RESULTS -- 1985

	NO. OF BANKS OFFIC	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
436 SR CORRESPONDENT BANKING									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	10	\$53,432	\$41,695 \$69,001	\$54,100	1	44	12	4	7
ALL BANKS	19	\$47,295	\$40,146 \$63,169	\$48,825	1	44	11	4	10

Region VI East-South Central

Alabama
Kentucky
Mississippi
Tennessee

GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN AGE	LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	5	\$9,661		\$9,406	2				
\$40 TO \$49 MILLION	9	\$8,922	\$7,823	\$13,386	\$8,612	4			
\$50 TO \$99 MILLION	21	\$9,344	\$8,095	\$10,708	\$9,575	3			
\$100 TO \$249 MILLION	22	\$9,248	\$7,905	\$11,126	\$9,240	5			
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	73	\$9,286	\$7,971	\$11,108	\$9,102	5			
102 GENERAL CLERK									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	5	\$11,581	\$11,235	\$13,212	\$11,500	3			
\$40 TO \$49 MILLION	6	\$11,221			\$10,925	3			
\$50 TO \$99 MILLION	20	\$10,650	\$9,375	\$12,580	\$10,578	5			
\$100 TO \$249 MILLION	25	\$10,337	\$8,036	\$12,597	\$10,025	10			
\$250 TO \$499 MILLION	5	\$9,550	\$8,221	\$11,940	\$9,476	28			
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	73	\$10,701	\$8,683	\$12,834	\$10,500	14			
103 CLERK TYPIST									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$9,736	\$8,903	\$11,934	\$9,165	2			
\$100 TO \$249 MILLION	10	\$10,121	\$8,949	\$13,171	\$10,434	3			
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	27	\$10,335	\$8,817	\$12,979	\$10,380	5			
104 DATA ENTRY OPERATOR									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	11	\$10,269	\$9,024	\$13,027	\$10,020	2			
\$100 TO \$249 MILLION	19	\$10,362	\$8,757	\$12,113	\$10,530	2			
\$250 TO \$499 MILLION	5	\$11,066	\$8,805	\$12,804	\$10,884	3			
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	49	\$10,526	\$8,823	\$12,674	\$10,530	3			

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GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
105 MAIL CLERK										
\$50 TO \$99 MILLION	5	\$8,975	\$8,684	\$10,316	\$8,550 *	1				
\$100 TO \$249 MILLION	21	\$9,515	\$7,651	\$10,291	\$8,800	1				
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	35	\$9,579	\$7,905	\$10,642	\$9,060	2				
106 ACCOUNTING CLERK - SR										
UNDER \$20 MILLION	2	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	5	\$15,197			\$14,600	1				
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	14	\$14,624	\$12,463	\$16,859	\$13,880	1				
\$100 TO \$249 MILLION	20	\$15,380	\$11,705	\$16,856	\$14,460	1				
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	56	\$14,662	\$11,625	\$16,584	\$14,085	2				
107 ACCOUNTING CLERK										
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	16	\$11,928	\$10,317	\$14,122	\$11,356	2				
\$100 TO \$249 MILLION	29	\$11,466	\$9,585	\$13,573	\$11,016	2				
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	64	\$11,497	\$9,611	\$13,547	\$11,043	2				
108 PROOF MACHINE OPERATOR										
UNDER \$20 MILLION	4	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	7	\$9,590	\$7,565	\$12,268	\$9,500	1				
\$30 TO \$39 MILLION	7	\$11,008			\$11,100	1				
\$40 TO \$49 MILLION	12	\$10,324	\$9,860	\$12,995	\$10,256	2				
\$50 TO \$99 MILLION	26	\$9,955	\$8,648	\$11,315	\$10,055	2				
\$100 TO \$249 MILLION	32	\$9,912	\$8,276	\$11,857	\$9,472	4				
\$250 TO \$499 MILLION	6	\$9,775	\$8,670	\$12,811	\$9,724	9				
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	102	\$9,988	\$8,517	\$11,881	\$9,905	4				

GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
109 WORD PROCESSING OPERATOR									
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	9	\$10,776	\$9,042	\$13,736	\$10,400	1			
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	21	\$11,165	\$9,551	\$14,171	\$10,721	2			
110 BOOKKEEPING MACHINE OPERATOR									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
ALL BANKS	10	\$11,403	\$9,619	\$12,569	\$10,400	3			
111 MAINTENANCE SERVICE WORKER									
\$50 TO \$99 MILLION	9	\$11,919 *	\$8,225	\$11,290	\$10,608	1			
\$100 TO \$249 MILLION	16	\$12,149	\$9,456	\$14,353	\$11,035	1			
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	34	\$12,227	\$9,076	\$13,510	\$11,180	2			
112 CUSTODIAN									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	5	\$10,298			\$10,400	1			
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	8	\$8,977			\$7,920	1			
\$50 TO \$99 MILLION	15	\$9,094	\$7,548	\$11,681	\$9,360	2			
\$100 TO \$249 MILLION	16	\$8,511	\$7,107	\$9,539	\$8,380	3			
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	54	\$9,084	\$7,380	\$10,559	\$8,919	3			

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GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
113 MESSENGER										
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	13	\$9,052	\$7,345	\$9,896	\$8,760	1				
\$100 TO \$249 MILLION	24	\$10,226	\$7,975	\$11,508	\$9,860	2				
\$250 TO \$499 MILLION	5	\$9,356	\$7,699	\$11,254	\$9,456	2				
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	51	\$9,671	\$7,758	\$10,934	\$9,349	2				
114 SECURITY GUARD										
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	13	\$10,529	\$8,682	\$12,694	\$10,732	4				
201 SAFE DEPOSIT CLERK										
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	11	\$10,374	\$9,678	\$13,285	\$10,700	1				
\$100 TO \$249 MILLION	22	\$12,155 *	\$9,004	\$12,053	\$11,790	1				
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	46	\$11,488	\$9,133	\$12,755	\$11,452	2				
202 RECEPTIONIST										
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	6	\$9,520		\$9,840	\$9,670	1				
\$50 TO \$99 MILLION	5	\$11,022	\$9,875	\$11,825	\$11,176	1				
\$100 TO \$249 MILLION	10	\$11,797	\$8,559	\$11,860	\$10,050	2				
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	34	\$10,537	\$9,138	\$12,321	\$9,950	1				

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GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
203 NEW ACCOUNTS REPRESENTATIVE										
UNDER \$20 MILLION	2	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	9	\$10,360			\$10,000	2				
\$50 TO \$99 MILLION	21	\$12,018	\$9,311	\$13,610	\$11,160	2				
\$100 TO \$249 MILLION	32	\$12,146	\$9,264	\$14,021	\$11,060	5				
\$250 TO \$499 MILLION	5	\$12,488	\$9,346	\$13,826	\$12,336	8				
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	85	\$11,819	\$9,418	\$14,173	\$11,290	6				
204 TELEPHONE OPERATOR										
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	5	\$9,492			\$9,720	1				
\$50 TO \$99 MILLION	21	\$9,799	\$8,366	\$10,795	\$9,540	1				
\$100 TO \$249 MILLION	30	\$9,999	\$6,116	\$11,320	\$9,380	1				
\$250 TO \$499 MILLION	5	\$10,498	\$8,257	\$11,854	\$10,110	2				
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	70	\$9,978	\$8,324	\$11,526	\$9,610	1				
205 SECRETARY										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	8	\$9,849		\$11,424	\$10,034	2				
\$50 TO \$99 MILLION	21	\$11,645	\$9,894	\$13,583	\$11,280	3				
\$100 TO \$249 MILLION	29	\$11,972	\$9,656	\$13,865	\$11,750	6				
\$250 TO \$499 MILLION	6	\$11,234	\$9,092	\$13,810	\$11,347	15				
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	77	\$11,693	\$9,790	\$14,127	\$11,547	8				
206 EXECUTIVE SECRETARY										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	6	\$14,120	\$10,000	\$15,000	\$13,650	1				
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	8	\$15,254			\$13,200	1				
\$50 TO \$99 MILLION	19	\$15,085	\$12,272	\$17,025	\$13,800	2				
\$100 TO \$249 MILLION	31	\$15,343	\$11,100	\$17,247	\$14,160	2				
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	81	\$15,302	\$11,826	\$17,389	\$14,429	2				

GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
207 LEGAL SECRETARY									
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	7	\$13,447 *	\$9,555	\$13,354	\$13,116	2			
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	14	\$13,117	\$10,154	\$15,189	\$13,134	2			
208 UNIVERSAL TELLER									
UNDER \$20 MILLION	6	\$10,057	\$8,490	\$11,205	\$10,101	3			
\$20 TO \$29 MILLION	8	\$9,877	\$7,565	\$12,268	\$9,750	4			
\$30 TO \$39 MILLION	7	\$10,029	\$8,988	\$12,489	\$10,131	8			
\$40 TO \$49 MILLION	11	\$9,949	\$8,460	\$13,568	\$9,446	9			
\$50 TO \$99 MILLION	25	\$9,917	\$8,269	\$12,934	\$9,989	13			
\$100 TO \$249 MILLION	33	\$10,881	\$8,377	\$12,494	\$9,875	26			
\$250 TO \$499 MILLION	6	\$9,799	\$8,795	\$13,117	\$9,910	49			
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	104	\$10,203	\$8,429	\$12,837	\$9,989	26			
209 HEAD TELLER									
UNDER \$20 MILLION	6	\$12,278		\$12,320		1			
\$20 TO \$29 MILLION	7	\$11,962	\$9,815	\$14,358	\$11,881	2			
\$30 TO \$39 MILLION	6	\$14,461		\$13,776		1			
\$40 TO \$49 MILLION	10	\$13,108		\$12,050		2			
\$50 TO \$99 MILLION	23	\$14,289	\$11,656	\$15,910	\$14,112	2			
\$100 TO \$249 MILLION	32	\$12,644	\$10,148	\$14,602	\$12,391	6			
\$250 TO \$499 MILLION	5	\$13,466	\$10,346	\$16,794	\$13,140	8			
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	96	\$13,251	\$10,741	\$15,556	\$12,911	6			
301 SR COMMERCIAL LOAN OFFICER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	5	\$32,200	\$23,000	\$35,000	\$31,500	1	41	11	7
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							2
\$40 TO \$49 MILLION	5	\$29,017			\$29,500	1	42	11	3
\$50 TO \$99 MILLION	12	\$36,973	\$29,473	\$40,307	\$36,500	1	45	15	9
\$100 TO \$249 MILLION	27	\$42,339	\$30,746	\$53,650	\$40,280	1	46	14	6
\$250 TO \$499 MILLION	5	\$31,817	\$25,400	\$39,825	\$30,650	2	42	14	4
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							3
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	65	\$38,549	\$29,277	\$45,002	\$37,500	2	44	14	7

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES. ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
302 COMMERCIAL LOAN OFFICER									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	13	\$27,655	\$23,000 \$35,381	\$26,500	2	42	9	4	4
\$100 TO \$249 MILLION	19	\$29,496	\$20,729 \$35,123	\$28,620	2	40	8	4	4
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	50	\$27,687	\$21,547 \$34,429	\$26,650	3	39	8	4	3
303 SR CONSUMER LOAN OFFICER									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$28,606	\$28,374 \$35,741	\$28,999	1	38	11	6	7
\$100 TO \$249 MILLION	19	\$34,926	\$24,965 \$44,684	\$32,921	1	43	12	8	21
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	40	\$31,184	\$24,610 \$39,728	\$30,050	2	42	13	8	14
304 CONSUMER LOAN OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	6	\$18,011		\$17,625	1	37	11	6	
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	17	\$20,903	\$16,504 \$25,084	\$20,384	3	35	9	4	3
\$100 TO \$249 MILLION	30	\$23,207	\$16,175 \$28,946	\$20,307	3	41	11	6	15
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	72	\$21,199	\$16,333 \$26,112	\$19,954	4	38	10	5	9
305 SR MORTGAGE LOAN OFFICER									
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	8	\$34,101	\$30,444 \$42,468	\$32,578	1	42	9	4	4
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	22	\$35,569	\$30,861 \$46,805	\$35,200	1	42	10	5	7

GEOGRAPHIC REGION VI RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
306 MORTGAGE LOAN OFFICER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$20,912 *	\$14,239	\$20,801	1	35	6	3	1
\$100 TO \$249 MILLION	15	\$21,933	\$19,579	\$27,633	1	44	10	5	2
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	33	\$22,452	\$18,288	\$26,697	1	40	9	4	2
307 TRUST ACCOUNT ADMINISTRATOR									
\$50 TO \$99 MILLION	5	\$18,986	\$16,460	\$24,367	1	41	11	5	2
\$100 TO \$249 MILLION	9	\$30,002	\$17,655	\$32,093	1	42	13	8	24
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	20	\$30,772	\$22,440	\$36,798	1	42	11	6	20
308 CORPORATE TRUST OFFICER									
\$100 TO \$249 MILLION	7	\$34,134 *	\$18,017	\$32,558	1	43	13	10	2
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	17	\$33,717	\$23,193	\$36,557	2	44	14	10	4
309 PERSONAL TRUST OFFICER									
\$50 TO \$99 MILLION	5	\$21,940	\$15,823	\$23,975	1	45	17	7	2
\$100 TO \$249 MILLION	7	\$33,407	\$22,272	\$40,344	1	44	16	10	4
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	22	\$28,369	\$19,706	\$29,623	2	43	15	7	4

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES. ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
310 STAFF ATTORNEY									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	5	\$29,230	\$25,600 \$44,400	\$27,500	1	52	20	14	1
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	12	\$28,983	\$23,425 \$38,575	\$27,925	2	41	11	8	1
311 INTERNAL AUDITOR									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	18	\$20,426	\$18,365 \$25,510	\$20,023	1	41	14	4	1
\$100 TO \$249 MILLION	26	\$20,240	\$17,240 \$26,859	\$19,593	1	37	9	4	1
\$250 TO \$499 MILLION	5	\$21,503	\$18,467 \$27,900	\$21,675	1	34	12	6	3
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	60	\$19,602	\$17,245 \$25,700	\$19,368	2	37	10	4	2
312 LOAN REVIEW OFFICER									
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$22,443	\$17,588 \$26,400	\$18,600	1	39	6	4	7
\$100 TO \$249 MILLION	14	\$26,955	\$16,579 \$26,968	\$25,169	1	43	11	7	29
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	35	\$27,326	\$20,226 \$32,771	\$24,550	1	41	10	6	14
313 BUSINESS DEVELOPMENT OFFICER									
\$100 TO \$249 MILLION	9	\$19,927	\$14,807 \$22,235	\$18,720	1	44	11	3	1
\$250 TO \$499 MILLION	5	\$27,713	\$19,317 \$29,950	\$23,667	1	43	13	4	4
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	20	\$23,451	\$17,987 \$27,636	\$21,963	2	45	12	4	1

GEOGRAPHIC REGION VI RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE</u>		<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
314 SYSTEMS ANALYST										
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	9	\$29,000	\$19,196	\$30,333	\$29,529	3	36	7	4	6
315 SR COMPUTER PROGRAMMER										
\$100 TO \$249 MILLION	6	\$25,671			\$25,546	1	32	5	2	5
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	13	\$26,019	\$18,805	\$31,013	\$26,000	3	33	7	4	4
316 COMPUTER PROGRAMMER										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	10	\$17,505	\$11,480	\$22,332	\$16,727	1	30	6	3	
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	22	\$17,740	\$14,195	\$23,916	\$17,875	3	30	5	3	
317 SR COMPUTER OPERATOR										
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	7	\$15,793	\$10,447	\$17,077	\$15,840	1	34	7	4	3
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	23	\$14,658	\$11,507	\$17,503	\$14,010	2	33	6	3	3

GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
318 COMPUTER OPERATOR									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	12	\$10,464	\$9,183 \$12,416	\$9,754	2	28	4	3	
\$100 TO \$249 MILLION	20	\$10,762	\$9,460 \$14,056	\$10,546	2	27	4	3	1
\$250 TO \$499 MILLION	5	\$11,968	\$10,484 \$15,424	\$11,160	2	27	3	3	2
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	52	\$10,916	\$9,800 \$14,377	\$11,032	3	23	4	3	1
319 STAFF APPRAISER									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
ALL BANKS	5	\$19,422	\$15,800 \$26,000	\$23,000	1	61	11	8	
320 CONSUMER LOAN COLLECTOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	7	\$13,789		\$16,300	1	32	3	3	1
\$50 TO \$99 MILLION	12	\$15,992	\$14,584 \$19,496	\$16,469	1	41	8	5	1
\$100 TO \$249 MILLION	25	\$14,533	\$10,543 \$15,747	\$13,638	2	39	6	4	2
\$250 TO \$499 MILLION	5	\$12,602	\$10,908 \$18,222	\$13,140	2	27	3	2	1
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	57	\$14,648	\$11,877 \$17,908	\$14,100	2	37	6	4	1
321 PERSONNEL ASSISTANT									
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	13	\$14,116	\$10,447 \$16,626	\$14,500	1	33	9	4	3
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	23	\$14,647	\$10,817 \$16,864	\$14,875	1	33	8	3	4

GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
322 EMPLOYMENT INTERVIEWER										
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	9	\$22,175	\$14,424	\$22,534	\$19,400	1	38	10	8	43
323 ASST BRANCH MANAGER(LARGE +31)										
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	5	\$24,321	\$21,133	\$31,667	\$22,772	5	42	13	5	19
324 ASST BRANCH MANAGER(MED 10-30)										
\$100 TO \$249 MILLION	13	\$19,348	\$15,200	\$23,007	\$16,800	2	42	11	3	11
\$250 TO \$499 MILLION	5	\$20,917	\$16,800	\$27,217	\$21,000	2	46	14	3	13
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	25	\$20,177	\$15,770	\$25,129	\$18,900	4	42	12	3	12
325 ASST BRANCH MANAGER(SMALL 10)										
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	14	\$13,750	\$12,650	\$17,251	\$13,113	2	39	10	5	5
\$100 TO \$249 MILLION	18	\$16,597	\$11,941	\$17,808	\$15,744	3	40	11	5	7
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	45	\$15,520	\$12,699	\$18,351	\$14,889	3	40	11	5	6

GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	8	\$22,450 *	\$13,976	\$21,408	1	41	9	4	4
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	21	\$19,462	\$13,925	\$20,593	2	36	7	3	4
327 OFFICER TRAINEE (B.A.)									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$13,170	\$12,375	\$15,335	1	29	4	1	
\$100 TO \$249 MILLION	9	\$13,512	\$11,752	\$16,962	1	26	3	1	3
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	23	\$14,369	\$12,460	\$18,114	3	26	3	1	3
328 OFFICER TRAINEE (M.A.)									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	8	\$15,933	\$14,408	\$21,958	2	27	1	1	4
329 ADVERTISING OFFICER									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	5	\$24,856 *	\$11,500	\$20,793	1	45	17	7	1
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	13	\$22,774	\$13,375	\$23,045	1	38	9	4	1

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
330 NEW ACCOUNTS OFFICER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$18,243	\$14,350	\$19,675	\$17,400	2	42	15	5
\$100 TO \$249 MILLION	5	\$16,658			\$15,240	2	46	17	3
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	19	\$17,726	\$14,064	\$20,407	\$16,675	2	43	17	5
401 CHIEF EXECUTIVE OFFICER									
UNDER \$20 MILLION	6	\$31,643			\$32,429	1	43	14	5
\$20 TO \$29 MILLION	8	\$53,225	\$30,000	\$60,000	\$49,000	1	49	15	9
\$30 TO \$39 MILLION	7	\$48,110			\$48,000	1	50	15	16
\$40 TO \$49 MILLION	11	\$50,256			\$49,975	1	52	20	11
\$50 TO \$99 MILLION	25	\$68,193	\$59,126	\$76,980	\$66,000	1	50	18	10
\$100 TO \$249 MILLION	32	\$81,663	\$52,855	\$87,616	\$81,270	1	52	19	10
\$250 TO \$499 MILLION	6	\$116,933	\$68,300	\$117,500	\$115,900	1	55	23	10
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	102	\$77,283	\$65,690	\$96,859	\$65,253 *	1	51	18	9
402 CHIEF ADMINISTRATIVE OFFICER									
UNDER \$20 MILLION	3	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	9	\$36,377			\$33,655	1	42	12	7
\$50 TO \$99 MILLION	17	\$46,810	\$36,976	\$50,644	\$45,060	1	45	15	6
\$100 TO \$249 MILLION	19	\$61,369	\$53,766	\$80,865	\$56,000	1	49	18	8
\$250 TO \$499 MILLION	5	\$68,089	\$59,700	\$104,500	\$61,000	1	52	21	7
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	66	\$57,839	\$48,319	\$74,730	\$51,758	1	46	17	7
403 CHIEF FINANCIAL OFFICER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$39,055	\$27,290	\$40,850	\$42,240 *	1	39	7	5
\$100 TO \$249 MILLION	13	\$46,561	\$36,461	\$62,035	\$43,960	1	45	12	8
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	36	\$47,068	\$37,985	\$61,395	\$42,870	1	44	12	7

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
404 SR OPERATIONS OFFICER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	5	\$26,468		\$27,840	1	48	18	11	10
\$50 TO \$99 MILLION	16	\$32,005	\$27,297	\$31,700	1	41	14	7	20
\$100 TO \$249 MILLION	23	\$43,371	\$29,891	\$51,675	1	44	17	7	32
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	62	\$39,294	\$34,206	\$55,308	1	44	16	7	44
405 OPERATIONS OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	13	\$20,167	\$17,323	\$24,447	2	44	14	6	14
\$100 TO \$249 MILLION	21	\$24,930	\$19,015	\$30,675	2	43	15	6	22
\$250 TO \$499 MILLION	6	\$19,324	\$16,290	\$27,331	5	43	16	4	17
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	55	\$24,091	\$20,453	\$33,256	2	43	16	6	28
406 PERSONNEL OFFICER/DIRECTOR									
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$23,028	\$17,000	\$25,470	1	42	10	5	6
\$100 TO \$249 MILLION	26	\$26,549	\$17,113	\$29,223	1	46	17	6	12
\$250 TO \$499 MILLION	6	\$29,583	\$23,025	\$36,250	1	46	19	8	4
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	52	\$28,845	\$24,752	\$39,448	1	45	15	6	11
407 MARKETING OFFICER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$29,242	\$26,020	\$37,220	1	45	14	5	7
\$100 TO \$249 MILLION	22	\$26,340	\$18,822	\$33,081	1	36	10	5	2
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	46	\$30,182	\$25,740	\$41,588	1	41	11	5	5

GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
408 CONTROLLER									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$24,720	\$21,736 \$30,426	\$23,500	1	41	13	3	2
\$100 TO \$249 MILLION	14	\$30,110	\$23,181 \$41,241	\$29,250	1	35	7	4	7
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	35	\$32,086	\$26,302 \$42,000	\$30,000	1	39	12	3	8
409 GENERAL ACCOUNTING MANAGER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$17,504	\$14,073 \$20,535	\$18,043	1	40	14	5	6
\$100 TO \$249 MILLION	9	\$25,154	\$21,472 \$29,170	\$20,670 *	1	49	27	13	5
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	29	\$23,199	\$19,919 \$29,106	\$19,320 *	1	43	17	8	5
410 BRANCH ADMINISTRATION OFFICER									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	14	\$36,044	\$34,924 \$56,292	\$35,160	1	44	17	3	46
\$250 TO \$499 MILLION	6	\$40,467	\$31,725 \$50,575	\$40,700	1	47	19	3	65
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	30	\$40,012	\$34,078 \$55,341	\$40,745	1	44	17	3	77
411 BRANCH MANAGER (LARGE +31)									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	11	\$36,563	\$29,671 \$46,371	\$34,290	4	42	13	5	24

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GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
412 BRANCH MANAGER (MEDIUM 10-30)										
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	19	\$29,900	\$19,882	\$31,662	\$30,000	2	45	12	5	13
\$250 TO \$499 MILLION	5	\$28,670	\$24,275	\$37,900	\$26,650	3	45	16	5	14
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	37	\$29,844	\$22,042	\$35,752	\$29,000	4	45	14	6	12
413 BRANCH MANAGER (SMALL 10)										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	5	\$20,228			\$19,200	1	43	14	8	3
\$40 TO \$49 MILLION	11	\$19,766	\$19,370	\$21,720	\$18,000 *	2	46	16	8	5
\$50 TO \$99 MILLION	20	\$22,637	\$19,126	\$25,952	\$21,900	2	42	12	4	5
\$100 TO \$249 MILLION	29	\$21,819	\$15,528	\$25,992	\$20,320	4	43	10	4	11
\$250 TO \$499 MILLION	5	\$22,794	\$19,438	\$31,538	\$23,500	6	43	14	5	7
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	83	\$21,475	\$17,821	\$26,694	\$20,088	4	42	12	5	7
414 DATA PROCESSING DIRECTOR										
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	12	\$31,076	\$23,047	\$39,759	\$29,325	1	38	7	5	12
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	27	\$38,179	\$30,344	\$49,949	\$32,580	1	39	8	5	27
415 COMPUTER CENTER MANAGER										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	5	\$22,540	\$13,868	\$23,046	\$23,000	1	33	7	4	8
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	12	\$26,381	\$18,488	\$30,896	\$24,250	1	36	7	3	12

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GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	8	\$39,165	\$34,250 \$57,250	\$37,875	1	41	13	7	27
417 DP OPERATIONS SUPERVISOR									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	7	\$16,480		\$15,500	1	33	8	3	6
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	23	\$21,665	\$21,082 \$33,859	\$18,825 *	1	35	10	4	15
418 PURCHASING MANAGER									
\$50 TO \$99 MILLION	6	\$15,855	\$13,144 \$17,080	\$15,630	1	37	9	3	3
\$100 TO \$249 MILLION	15	\$20,346 *	\$13,270 \$19,659	\$15,876	1	42	12	6	24
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	32	\$21,009	\$14,988 \$22,439	\$18,207	1	41	12	5	13
419 COMMERCIAL CREDIT DEPT MANAGER									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$19,776 *	\$22,845 \$33,367	\$20,800 *	1	39	10	6	4
\$100 TO \$249 MILLION	8	\$27,608	\$17,157 \$28,148	\$25,590	1	48	14	5	5
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	27	\$30,935	\$26,197 \$42,667	\$26,184 *	1	40	12	5	12

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GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
420 CONSUMER LOAN DEPT MANAGER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$23,550	\$22,833	\$34,750	1	44	12	8	3
\$100 TO \$249 MILLION	7	\$32,853	\$24,700	\$38,135	1	44	15	4	11
\$250 TO \$499 MILLION	5	\$38,360	\$28,900	\$57,500	1	51	16	6	9
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	29	\$32,518	\$28,603	\$48,439	1	46	16	6	24
421 MORTGAGE LOAN DEPT MANAGER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	19	\$36,793	\$32,950	\$52,180	1	41	8	4	16
422 COMMERCIAL LOAN DEPT MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$26,520	\$23,677	\$37,767	1	43	12	6	3
\$100 TO \$249 MILLION	14	\$46,498	\$29,625	\$47,694	1	45	11	5	22
\$250 TO \$499 MILLION	5	\$43,120	\$35,650	\$58,950	1	42	15	3	8
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	37	\$44,677	\$36,952	\$60,579	1	44	14	6	19
423 SR TRUST OFFICER									
\$50 TO \$99 MILLION	5	\$36,540	\$26,467	\$42,500	1	43	8	4	2
\$100 TO \$249 MILLION	18	\$39,030	\$25,120	\$43,105	1	50	15	7	15
\$250 TO \$499 MILLION	5	\$45,480	\$36,100	\$59,650	1	47	11	10	8
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	36	\$45,203	\$33,248	\$56,408	1	50	15	7	20

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GEOGRAPHIC REGION VI RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE</u>		<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
			<u>MINIMUM</u>	<u>MAXIMUM</u>						
424 TRUST OPERATIONS MANAGER										
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	13	\$26,579	\$17,879	\$31,588	\$24,480	1	45	17	6	17
\$250 TO \$499 MILLION	6	\$22,917	\$17,600	\$28,175	\$22,700	1	42	12	6	3
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	30	\$27,080	\$21,158	\$33,409	\$24,340	1	43	14	6	11
425 TELEPHONE SUPERVISOR										
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	9	\$21,186	\$19,005	\$29,068	\$23,540	1	37	11	2	4
426 COMPENSATION & BENEFITS MGR										
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	7	\$28,165	\$21,200	\$34,358	\$24,000	1	45	16	5	7
427 PAYROLL SUPERVISOR										
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	6	\$16,201			\$14,532	1	45	20	13	
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	19	\$16,556	\$14,370	\$21,835	\$16,151	1	41	15	8	3

GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
428 INTERNAL AUDIT MANAGER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	9	\$25,465 *	\$14,739 \$22,025	\$23,000 *	1	36	7	3	2
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	22	\$28,579	\$23,146 \$36,531	\$29,560	1	41	12	5	5
429 SECURITY MANAGER									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	9	\$25,074	\$16,167 \$26,790	\$25,400	1	50	22	7	7
\$250 TO \$499 MILLION	5	\$28,120	\$22,125 \$34,225	\$31,200	1	48	15	4	4
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	24	\$27,533	\$21,315 \$33,414	\$27,490	1	51	17	6	7
430 CONSUMER LOAN COLLECTION MGR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	15	\$21,057	\$13,531 \$21,114	\$18,882	1	38	6	3	2
\$250 TO \$499 MILLION	5	\$24,138	\$20,867 \$33,333	\$23,100	1	47	14	5	4
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	33	\$21,935	\$17,449 \$27,875	\$21,600	1	41	8	4	6
431 TRAINING DIRECTOR									
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	8	\$15,951	\$13,033 \$21,936	\$15,225	1	36	9	2	
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	16	\$19,637	\$16,563 \$26,094	\$15,900 *	1	39	8	2	7

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GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
432 EMPLOYMENT MANAGEMENT									
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	7	\$34,786	\$22,025 \$35,225	\$30,500	1	43	22	11	31
433 SR BUSINESS DEVELOPMENT OFFICE									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	14	\$38,984	\$28,317 \$44,783	\$38,900	1	50	13	5	4
434 SR INTERNATIONAL BANKING OFFIC									
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	6	\$43,553	\$37,000 \$60,200	\$46,110	1	40	14	4	7
435 SR INVESTMENT OFFICER									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	8	\$44,638		\$47,688	1	50	23	8	33
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	21	\$49,779	\$39,930 \$65,450	\$51,759	1	48	19	7	23

GEOGRAPHIC REGION VI RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
436 SR CORRESPONDENT BANKING OFFIC										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	8	\$48,507 *	\$54,400	\$83,500	\$38,000 *	1	49	18	5	4

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Region VII West-North Central

Iowa
Kansas
Minnesota
Missouri
Nebraska
North Dakota
South Dakota

GEOGRAPHIC REGION VII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK								
UNDER \$20 MILLION	5	\$9,395 *	\$11,440	\$12,668	\$9,516 *			2
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA						
\$30 TO \$39 MILLION	5	\$9,693	\$8,484	\$10,500	\$10,367			3
\$40 TO \$49 MILLION	7	\$9,163	\$8,840	\$11,448	\$8,700 *			2
\$50 TO \$99 MILLION	23	\$9,623	\$8,641	\$12,292	\$9,327			3
\$100 TO \$249 MILLION	27	\$9,329	\$8,250	\$11,582	\$9,340			3
\$250 TO \$499 MILLION	11	\$9,806	\$8,596	\$12,416	\$9,234			4
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA						
\$1 BILLION AND OVER	2	INSUFFICIENT DATA						
ALL BANKS	87	\$9,419	\$8,519	\$11,922	\$9,234			3
102 GENERAL CLERK								
UNDER \$20 MILLION	7	\$10,439 *	\$10,796	\$13,276	\$10,600 *			1
\$20 TO \$29 MILLION	7	\$12,514	\$8,760	\$12,667	\$10,800			1
\$30 TO \$39 MILLION	6	\$10,842	\$9,747	\$12,707	\$10,986			3
\$40 TO \$49 MILLION	13	\$9,697	\$7,251	\$10,194	\$10,197 *			2
\$50 TO \$99 MILLION	33	\$10,545	\$9,153	\$12,750	\$10,689			3
\$100 TO \$249 MILLION	39	\$10,879	\$9,124	\$13,452	\$11,010			6
\$250 TO \$499 MILLION	8	\$11,052	\$9,208	\$13,376	\$10,606			9
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA						
\$1 BILLION AND OVER	2	INSUFFICIENT DATA						
ALL BANKS	119	\$10,735	\$9,072	\$13,029	\$10,650			6
103 CLERK TYPIST								
UNDER \$20 MILLION	2	INSUFFICIENT DATA						
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA						
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA						
\$40 TO \$49 MILLION	5	\$11,221	\$9,568	\$12,688	\$10,000			2
\$50 TO \$99 MILLION	12	\$11,210	\$10,085	\$13,528	\$11,149			3
\$100 TO \$249 MILLION	18	\$11,276	\$9,723	\$14,149	\$10,978			4
\$250 TO \$499 MILLION	8	\$10,368	\$9,307	\$13,610	\$10,297			4
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA						
\$1 BILLION AND OVER	3	INSUFFICIENT DATA						
ALL BANKS	56	\$10,940	\$9,663	\$13,727	\$10,978			3
104 DATA ENTRY OPERATOR								
UNDER \$20 MILLION	5	\$11,368 *	\$11,440	\$12,668	\$10,500 *			2
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA						
\$30 TO \$39 MILLION	7	\$11,549	\$9,125	\$12,605	\$11,000			1
\$40 TO \$49 MILLION	9	\$12,183	\$10,169	\$12,407	\$12,376			2
\$50 TO \$99 MILLION	19	\$11,901	\$9,465	\$13,552	\$11,762			2
\$100 TO \$249 MILLION	33	\$11,474	\$9,237	\$13,444	\$11,340			2
\$250 TO \$499 MILLION	7	\$11,009	\$9,650	\$13,661	\$11,652			3
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA						
\$1 BILLION AND OVER	3	INSUFFICIENT DATA						
ALL BANKS	91	\$11,542	\$9,653	\$13,620	\$11,470			2

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GEOGRAPHIC REGION VII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
105 MAIL CLERK										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	7	\$8,592	\$8,356	\$11,154	\$9,005	1				
\$100 TO \$249 MILLION	17	\$9,771	\$8,555	\$11,777	\$9,588	1				
\$250 TO \$499 MILLION	7	\$9,435	\$8,090	\$11,646	\$8,600	1				
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	40	\$9,457	\$8,589	\$11,864	\$9,276	2				
106 ACCOUNTING CLERK - SR										
UNDER \$20 MILLION	4	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	7	\$12,870	\$10,188	\$13,793	\$12,550	1				
\$40 TO \$49 MILLION	13	\$13,463	\$10,219	\$14,347	\$12,750	2				
\$50 TO \$99 MILLION	28	\$13,882	\$11,080	\$15,058	\$14,050	1				
\$100 TO \$249 MILLION	28	\$14,473	\$11,331	\$16,650	\$14,140	2				
\$250 TO \$499 MILLION	11	\$13,218	\$11,837	\$17,305	\$13,404	2				
\$500 TO \$999 MILLION	5	\$14,116	\$11,438	\$18,606	\$13,230	21				
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	103	\$13,899	\$11,326	\$16,205	\$13,666	3				
107 ACCOUNTING CLERK										
UNDER \$20 MILLION	3	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	8	\$11,946	\$9,875	\$12,822	\$10,907	2				
\$30 TO \$39 MILLION	11	\$10,240	\$8,085	\$11,999	\$9,984	2				
\$40 TO \$49 MILLION	19	\$10,925	\$8,209	\$11,913	\$10,500	2				
\$50 TO \$99 MILLION	37	\$11,981	\$9,842	\$13,893	\$11,978	3				
\$100 TO \$249 MILLION	42	\$12,206	\$9,632	\$14,004	\$12,066	4				
\$250 TO \$499 MILLION	10	\$11,793	\$10,218	\$14,733	\$11,734	4				
\$500 TO \$999 MILLION	5	\$11,818	\$10,040	\$15,412	\$11,430	8				
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	139	\$11,855	\$9,633	\$13,905	\$11,582	3				
108 PROOF MACHINE OPERATOR										
UNDER \$20 MILLION	13	\$10,586	\$10,338	\$12,182	\$10,863	2				
\$20 TO \$29 MILLION	16	\$10,138	\$9,070	\$12,247	\$10,254	1				
\$30 TO \$39 MILLION	19	\$10,826	\$8,730	\$12,375	\$10,656	1				
\$40 TO \$49 MILLION	20	\$11,243	\$8,781	\$11,849	\$10,608	2				
\$50 TO \$99 MILLION	49	\$10,239	\$9,021	\$12,574	\$9,815	2				
\$100 TO \$249 MILLION	46	\$10,881	\$8,949	\$12,855	\$10,901	3				
\$250 TO \$499 MILLION	12	\$10,657	\$9,530	\$13,882	\$10,235	7				
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	182	\$10,630	\$9,072	\$12,729	\$10,470	3				

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	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
109 WORD PROCESSING OPERATOR								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	5	\$13,119	\$10,388 \$14,701	\$13,380	1			
\$100 TO \$249 MILLION	24	\$12,436	\$10,348 \$14,929	\$11,980	2			
\$250 TO \$499 MILLION	7	\$12,148	\$10,532 \$15,328	\$12,030	1			
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA						
\$1 BILLION AND OVER	4	INSUFFICIENT DATA						
ALL BANKS	45	\$12,405	\$10,561 \$15,366	\$12,296	2			
110 BOOKKEEPING MACHINE OPERATOR								
UNDER \$20 MILLION	2	INSUFFICIENT DATA						
\$20 TO \$29 MILLION	6	\$11,798	\$10,300 \$12,700	\$10,715	2			
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA						
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	6	\$9,594	\$8,549 \$11,919	\$9,222	3			
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA						
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA						
ALL BANKS	24	\$10,438	\$9,343 \$11,595	\$9,795	2			
111 MAINTENANCE SERVICE WORKER								
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA						
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	9	\$13,457	\$10,264 \$13,824	\$13,300	1			
\$100 TO \$249 MILLION	21	\$13,753	\$10,103 \$14,332	\$13,312	1			
\$250 TO \$499 MILLION	5	\$11,928	\$9,970 \$14,808	\$9,811 *	1			
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA						
\$1 BILLION AND OVER	2	INSUFFICIENT DATA						
ALL BANKS	43	\$13,278	\$10,245 \$14,912	\$13,218	2			
112 CUSTODIAN								
UNDER \$20 MILLION	5	\$12,095		\$12,480	1			
\$20 TO \$29 MILLION	9	\$9,910		\$9,360	1			
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA						
\$40 TO \$49 MILLION	8	\$10,043	\$8,828 \$12,248	\$9,240	2			
\$50 TO \$99 MILLION	22	\$11,248 *	\$8,005 \$11,003	\$11,180 *	2			
\$100 TO \$249 MILLION	19	\$11,650 *	\$8,177 \$11,067	\$11,178 *	2			
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA						
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA						
\$1 BILLION AND OVER	3	INSUFFICIENT DATA						
ALL BANKS	76	\$11,149	\$8,402 \$11,723	\$10,912	3			

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GEOGRAPHIC REGION VII RESULTS -- 1985

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113 MESSENGER										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	10	\$9,644	\$8,260	\$11,720	\$9,508	1				
\$100 TO \$249 MILLION	27	\$10,432	\$8,470	\$11,890	\$10,200	2				
\$250 TO \$499 MILLION	7	\$11,033	\$9,468	\$13,783	\$10,800	2				
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	53	\$10,176	\$8,509	\$12,039	\$9,672	2				
114 SECURITY GUARD										
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	7	\$14,772 *	\$10,290	\$14,686	\$13,875	2				
\$250 TO \$499 MILLION	6	\$14,889	\$11,066	\$17,251	\$14,420	6				
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	18	\$14,581	\$10,489	\$15,940	\$13,908	5				
201 SAFE DEPOSIT CLERK										
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	6	\$11,260	\$8,500	\$11,600	\$11,251	1				
\$40 TO \$49 MILLION	11	\$11,437	\$9,810	\$12,735	\$12,022	1				
\$50 TO \$99 MILLION	29	\$11,244	\$9,429	\$13,319	\$10,935	1				
\$100 TO \$249 MILLION	40	\$11,201	\$9,249	\$13,096	\$11,148	1				
\$250 TO \$499 MILLION	11	\$12,189	\$9,886	\$14,175	\$12,120	2				
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	103	\$11,356	\$9,401	\$13,277	\$11,266	1				
202 RECEPTIONIST										
UNDER \$20 MILLION	3	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	9	\$9,966	\$8,686	\$12,163	\$10,000	1				
\$40 TO \$49 MILLION	9	\$10,852	\$8,699	\$12,338	\$10,296	1				
\$50 TO \$99 MILLION	27	\$10,197	\$8,965	\$12,783	\$10,100	1				
\$100 TO \$249 MILLION	20	\$11,256	\$9,562	\$13,764	\$11,050	2				
\$250 TO \$499 MILLION	5	\$11,592	\$9,844	\$14,383	\$11,000	2				
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	85	\$10,807	\$9,346	\$13,439	\$10,780	2				

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GEOGRAPHIC REGION VII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
203 NEW ACCOUNTS REPRESENTATIVE								
UNDER \$20 MILLION	6	\$11,696		\$10,850	1			
\$20 TO \$29 MILLION	8	\$10,797	\$10,334	\$13,473	\$10,168 *			1
\$30 TO \$39 MILLION	13	\$12,594	\$9,994	\$15,189	\$12,120			2
\$40 TO \$49 MILLION	15	\$12,433	\$10,061	\$13,740	\$11,999			2
\$50 TO \$99 MILLION	41	\$12,202	\$10,261	\$15,100	\$11,950			3
\$100 TO \$249 MILLION	42	\$12,713	\$10,607	\$15,720	\$12,726			5
\$250 TO \$499 MILLION	11	\$14,235	\$11,602	\$17,185	\$14,700			5
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA						
\$1 BILLION AND OVER	3	INSUFFICIENT DATA						
ALL BANKS	143	\$12,472	\$10,527	\$15,603	\$12,100			4
204 TELEPHONE OPERATOR								
UNDER \$20 MILLION	1	INSUFFICIENT DATA						
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA						
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA						
\$40 TO \$49 MILLION	7	\$12,005	\$10,850	\$12,500	\$11,939			1
\$50 TO \$99 MILLION	25	\$10,516	\$9,019	\$13,155	\$10,500			1
\$100 TO \$249 MILLION	39	\$11,074	\$8,876	\$12,546	\$10,800			1
\$250 TO \$499 MILLION	11	\$11,574	\$9,070	\$13,006	\$11,340			1
\$500 TO \$999 MILLION	5	\$12,819	\$9,473	\$14,654	\$12,763			3
\$1 BILLION AND OVER	2	INSUFFICIENT DATA						
ALL BANKS	97	\$11,054	\$9,009	\$12,892	\$10,808			1
205 SECRETARY								
UNDER \$20 MILLION	8	\$10,749	\$10,021	\$13,217	\$10,946			1
\$20 TO \$29 MILLION	9	\$11,446 *	\$11,869	\$14,678	\$10,000 *			1
\$30 TO \$39 MILLION	13	\$11,486	\$8,906	\$12,963	\$11,700			2
\$40 TO \$49 MILLION	19	\$12,189	\$9,996	\$13,794	\$11,461			2
\$50 TO \$99 MILLION	45	\$12,275	\$10,033	\$14,676	\$12,013			2
\$100 TO \$249 MILLION	41	\$12,631	\$9,925	\$14,728	\$12,624			4
\$250 TO \$499 MILLION	10	\$13,267	\$10,697	\$16,238	\$12,960			8
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA						
\$1 BILLION AND OVER	4	INSUFFICIENT DATA						
ALL BANKS	153	\$12,277	\$10,163	\$14,822	\$12,146			4
206 EXECUTIVE SECRETARY								
UNDER \$20 MILLION	7	\$13,751		\$14,000				1
\$20 TO \$29 MILLION	10	\$13,587	\$11,567	\$15,000	\$13,450			1
\$30 TO \$39 MILLION	11	\$15,243 *	\$10,987	\$14,484	\$14,200			1
\$40 TO \$49 MILLION	13	\$13,965	\$11,351	\$16,130	\$14,000			1
\$50 TO \$99 MILLION	39	\$15,317	\$12,331	\$18,138	\$15,080			1
\$100 TO \$249 MILLION	43	\$16,354	\$12,163	\$17,862	\$15,660			2
\$250 TO \$499 MILLION	10	\$17,498	\$13,131	\$20,132	\$16,426			1
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA						
\$1 BILLION AND OVER	4	INSUFFICIENT DATA						
ALL BANKS	141	\$15,604	\$12,393	\$18,152	\$15,484			2

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GEOGRAPHIC REGION VII RESULTS -- 1985

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207 LEGAL SECRETARY									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$15,452	\$10,500	\$16,600	\$14,750	2			
\$100 TO \$249 MILLION	5	\$14,049	\$11,242	\$16,867	\$14,140	3			
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
ALL BANKS	18	\$14,238	\$10,899	\$17,018	\$13,500	2			
208 UNIVERSAL TELLER									
UNDER \$20 MILLION	20	\$10,575 *	\$10,985	\$13,088	\$10,050 *	3			
\$20 TO \$29 MILLION	18	\$14,357 *	\$8,723	\$11,726	\$10,090	5			
\$30 TO \$39 MILLION	19	\$10,269	\$8,942	\$12,956	\$10,029	6			
\$40 TO \$49 MILLION	23	\$10,448	\$8,226	\$12,461	\$10,134	7			
\$50 TO \$99 MILLION	51	\$10,506	\$8,896	\$13,655	\$10,266	12			
\$100 TO \$249 MILLION	46	\$10,924	\$9,060	\$13,464	\$10,778	19			
\$250 TO \$499 MILLION	10	\$11,045	\$9,781	\$14,276	\$10,433	26			
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	194	\$10,982	\$9,059	\$13,327	\$10,400	13			
209 HEAD TELLER									
UNDER \$20 MILLION	11	\$13,526	\$13,483	\$14,146	\$13,520	1			
\$20 TO \$29 MILLION	17	\$13,833	\$11,732	\$15,585	\$13,650	1			
\$30 TO \$39 MILLION	16	\$13,996	\$11,533	\$15,850	\$13,302	3			
\$40 TO \$49 MILLION	17	\$13,986	\$13,124	\$16,869	\$13,350	1			
\$50 TO \$99 MILLION	47	\$14,267	\$12,045	\$16,930	\$13,800	1			
\$100 TO \$249 MILLION	42	\$14,241	\$11,314	\$16,282	\$13,775	2			
\$250 TO \$499 MILLION	11	\$15,105	\$12,085	\$18,483	\$14,310	3			
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	168	\$14,120	\$11,840	\$16,601	\$13,625	2			
301 SR COMMERCIAL LOAN OFFICER									
UNDER \$20 MILLION	6	\$33,032	\$28,758	\$44,193	\$34,036	1	39	8	4
\$20 TO \$29 MILLION	5	\$30,910	\$28,788	\$35,213	\$33,600	1	40	5	9
\$30 TO \$39 MILLION	11	\$36,575	\$30,133	\$44,970	\$36,046	1	43	10	4
\$40 TO \$49 MILLION	15	\$38,133	\$36,150	\$44,750	\$37,400	1	44	8	4
\$50 TO \$99 MILLION	33	\$39,800	\$30,067	\$44,700	\$39,009	1	41	9	5
\$100 TO \$249 MILLION	43	\$41,432	\$28,964	\$45,131	\$40,500	2	43	13	6
\$250 TO \$499 MILLION	8	\$47,652	\$33,299	\$54,540	\$43,700	2	41	11	7
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	124	\$39,701	\$30,217	\$45,430	\$38,070	2	42	10	5

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GEOGRAPHIC REGION VII RESULTS -- 1985

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302 COMMERCIAL LOAN OFFICER									
UNDER \$20 MILLION	3	INSUFFICIENT DATA			1	32	8	4	9
\$20 TO \$29 MILLION	8	\$23,563	\$22,375	\$27,675	\$25,250	1	37	8	4
\$30 TO \$39 MILLION	13	\$27,367	\$21,871	\$33,729	\$29,000	2	37	6	4
\$40 TO \$49 MILLION	12	\$29,050	\$26,000	\$35,000	\$28,688	2	36	6	4
\$50 TO \$99 MILLION	39	\$28,033	\$21,951	\$33,479	\$26,400	2	35	7	4
\$100 TO \$249 MILLION	37	\$29,123	\$21,662	\$33,600	\$28,050	3	34	7	3
\$250 TO \$499 MILLION	10	\$31,155	\$24,583	\$39,203	\$32,075				5
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	126	\$28,397	\$22,565	\$34,104	\$28,488	2	35	7	4
303 SR CONSUMER LOAN OFFICER									
UNDER \$20 MILLION	3	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	10	\$28,400	\$20,940	\$33,380	\$29,090	1	45	15	7
\$40 TO \$49 MILLION	8	\$28,548	\$24,800	\$34,700	\$28,675	1	45	5	4
\$50 TO \$99 MILLION	27	\$28,216	\$23,183	\$33,568	\$27,525	1	43	11	6
\$100 TO \$249 MILLION	29	\$32,279	\$21,202	\$32,708	\$31,400	1	44	13	7
\$250 TO \$499 MILLION	5	\$34,020	\$25,654	\$36,967	\$28,700	1	56	19	6
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							5
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	87	\$29,920	\$22,504	\$33,339	\$28,400	1	45	12	6
304 CONSUMER LOAN OFFICER									
UNDER \$20 MILLION	9	\$17,823		\$17,520		1	34	6	2
\$20 TO \$29 MILLION	6	\$21,372		\$22,900		1	40	11	8
\$30 TO \$39 MILLION	11	\$22,832	\$18,380	\$29,677	\$21,600	1	34	7	5
\$40 TO \$49 MILLION	16	\$21,434	\$16,313	\$24,300	\$20,767	1	37	9	6
\$50 TO \$99 MILLION	43	\$20,527	\$16,863	\$25,556	\$19,967	2	37	8	4
\$100 TO \$249 MILLION	37	\$21,987	\$15,996	\$24,907	\$21,375	2	37	11	5
\$250 TO \$499 MILLION	11	\$21,305	\$18,422	\$29,312	\$21,800	3	43	15	8
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	138	\$21,299	\$17,320	\$26,893	\$20,775	2	37	9	5
305 SR MORTGAGE LOAN OFFICER									
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	14	\$30,841	\$25,081	\$35,357	\$32,600	1	47	13	7
\$100 TO \$249 MILLION	17	\$33,965	\$24,097	\$36,429	\$34,500	1	47	12	5
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	39	\$31,897	\$24,170	\$36,312	\$32,500	1	46	12	5

GEOGRAPHIC REGION VII RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE</u>		<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
306 MORTGAGE LOAN OFFICER										
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	5	\$20,982	\$14,300	\$27,050	\$20,400	1	46	8	6	1
\$40 TO \$49 MILLION	7	\$19,671			\$18,500	1	39	13	4	2
\$50 TO \$99 MILLION	18	\$25,988	\$19,776	\$29,868	\$24,750	1	37	7	3	3
\$100 TO \$249 MILLION	22	\$26,086	\$19,863	\$30,503	\$23,870	1	37	7	4	2
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	60	\$24,716	\$19,416	\$29,928	\$23,170	1	39	8	4	2
307 TRUST ACCOUNT ADMINISTRATOR										
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	12	\$24,070 *	\$14,010	\$20,474	\$19,070	1	43	14	4	3
\$100 TO \$249 MILLION	17	\$26,574	\$20,468	\$33,495	\$26,700	1	40	10	5	3
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	39	\$25,334	\$17,865	\$28,612	\$24,200	1	42	12	5	4
308 CORPORATE TRUST OFFICER										
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	9	\$29,006	\$19,528	\$32,402	\$31,550	1	34	6	5	4
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	18	\$28,234	\$24,429	\$32,500	\$28,200	1	35	5	4	3
309 PERSONAL TRUST OFFICER										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	7	\$17,034	\$16,362	\$24,209	\$18,115	2	38	7	3	2
\$100 TO \$249 MILLION	13	\$25,609	\$19,268	\$31,908	\$25,702	1	46	12	6	3
\$250 TO \$499 MILLION	6	\$24,175	\$20,190	\$31,265	\$24,275	1	47	19	4	3
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	31	\$23,148	\$19,471	\$30,923	\$23,250	2	43	11	4	3

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
			MINIMUM	MAXIMUM						
310 STAFF ATTORNEY										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	7	\$32,779	\$29,571	\$48,197	\$31,728	1	34	2	1	1
311 INTERNAL AUDITOR										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	5	\$18,831	\$15,367	\$22,533	\$20,000	1	39	9	5	1
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	22	\$19,358	\$15,585	\$24,436	\$18,050	1	36	10	3	1
\$100 TO \$249 MILLION	33	\$22,283	\$16,660	\$26,332	\$21,550	1	36	9	5	1
\$250 TO \$499 MILLION	7	\$22,021	\$17,434	\$26,661	\$18,500	1	36	8	13	2
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	78	\$21,748	\$16,430	\$25,466	\$20,850	1	37	10	5	4
312 LOAN REVIEW OFFICER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	12	\$22,734	\$19,474	\$28,987	\$21,765	1	37	5	2	3
\$100 TO \$249 MILLION	15	\$26,451	\$19,794	\$32,129	\$25,000	1	32	8	2	4
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	40	\$24,907	\$20,591	\$31,751	\$24,036	1	34	7	2	4
313 BUSINESS DEVELOPMENT OFFICER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	8	\$22,352	\$20,000	\$32,089	\$23,500	1	37	13	4	6
\$100 TO \$249 MILLION	11	\$28,295	\$21,703	\$32,173	\$27,000	1	47	13	4	1
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	26	\$25,737	\$20,210	\$30,327	\$24,800	1	43	12	4	4

GEOGRAPHIC REGION VII RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
314 SYSTEMS ANALYST									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	7	\$26,171	\$19,980	\$31,373	\$24,096	2	34	4	2
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	5	\$28,737	\$21,182	\$34,709	\$30,433	6	35	5	2
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	18	\$27,786	\$21,158	\$33,951	\$29,149	3	35	4	3
315 SR COMPUTER PROGRAMMER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	6	\$27,471		\$27,312	1	35	12	10	3
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	16	\$27,097	\$21,215	\$33,804	\$25,418	3	34	8	6
316 COMPUTER PROGRAMMER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	11	\$19,958	\$15,948	\$25,260	\$18,490	2	31	6	5
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	24	\$19,839	\$16,086	\$24,957	\$19,350	3	31	6	4
317 SR COMPUTER OPERATOR									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$13,774	\$11,400	\$17,850	\$14,040	2	33	5	2
\$100 TO \$249 MILLION	10	\$16,951 *	\$10,848	\$16,680	\$16,534	1	31	9	5
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	30	\$16,380	\$13,693	\$20,198	\$15,813	2	34	9	4

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GEOGRAPHIC REGION VII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
318 COMPUTER OPERATOR									
UNDER \$20 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	7	\$10,552	\$9,735 \$13,895	\$10,230	2	29	4	2	3
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	11	\$11,812	\$10,672 \$14,752	\$11,586	2	29	4	2	
\$100 TO \$249 MILLION	17	\$13,045	\$10,977 \$16,040	\$12,376	2	30	6	5	4
\$250 TO \$499 MILLION	9	\$13,977	\$11,704 \$16,736	\$13,500	4	28	5	5	320
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	55	\$12,612	\$11,343 \$16,259	\$12,120	3	29	5	3	66
319 STAFF APPRAISER									
ALL BANKS		INSUFFICIENT DATA							
320 CONSUMER LOAN COLLECTOR									
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$15,603	\$14,318 \$20,392	\$12,000 *	1	34	8	4	
\$100 TO \$249 MILLION	17	\$15,489	\$12,817 \$18,343	\$14,400	1	31	4	2	1
\$250 TO \$499 MILLION	8	\$15,941 *	\$22,936 \$20,061	\$15,744 *	2	35	5	2	1
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	43	\$15,763	\$15,692 \$19,079	\$14,624 *	1	33	5	2	2
321 PERSONNEL ASSISTANT									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	19	\$15,421	\$11,994 \$17,703	\$15,816	1	35	10	3	2
\$250 TO \$499 MILLION	8	\$16,055	\$13,377 \$20,532	\$16,256	1	33	5	2	1
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	43	\$16,055	\$12,947 \$19,491	\$16,012	1	34	7	2	3

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GEOGRAPHIC REGION VII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
322 EMPLOYMENT INTERVIEWER										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	6	\$19,886	\$17,386	\$25,999	\$18,720	1	31	3	4	10
323 ASST BRANCH MANAGER(LARGE +31)										
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	1	INSUFFICIENT DATA								
324 ASST BRANCH MANAGER(MED 10-30)										
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	5	\$18,944	\$15,576	\$20,575	\$17,820	2	38	6	3	5
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	15	\$19,162	\$16,748	\$25,839	\$18,364	2	39	12	4	10
325 ASST BRANCH MANAGER(SMALL 10)										
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	15	\$13,971	\$13,198	\$19,048	\$13,500	1	37	6	3	5
\$100 TO \$249 MILLION	19	\$16,025	\$13,656	\$20,614	\$14,736	1	37	10	3	6
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
ALL BANKS	39	\$14,687	\$13,342	\$19,765	\$13,896	1	37	8	3	5

GEOGRAPHIC REGION VII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA			1	36	13	5	3
\$50 TO \$99 MILLION	7	\$21,875	\$14,711	\$23,575	1	32	10	6	4
\$100 TO \$249 MILLION	9	\$21,446	\$20,712	\$30,848	1	31	9	2	5
\$250 TO \$499 MILLION	5	\$16,860	\$15,142	\$23,256					
\$1 BILLION AND OVER	2	INSUFFICIENT DATA			1	34	10	4	3
ALL BANKS	24	\$21,286	\$17,810	\$27,062					
327 OFFICER TRAINEE (B.A.)									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA			1	26	2	1	
\$50 TO \$99 MILLION	7	\$15,704	\$13,740	\$21,663	2	28	4	2	
\$100 TO \$249 MILLION	7	\$14,943	\$12,747	\$19,783					
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA			2	26	2	1	1
ALL BANKS	30	\$15,676	\$13,814	\$21,011					
328 OFFICER TRAINEE (M.A.)									
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	3	INSUFFICIENT DATA							
329 ADVERTISING OFFICER									
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA			1	43	6	3	9
\$50 TO \$99 MILLION	8	\$15,888	\$15,220	\$22,530	1	41	6	5	1
\$100 TO \$249 MILLION	5	\$19,637	\$14,436	\$23,225					
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA			1	44	7	4	3
ALL BANKS	18	\$18,933	\$17,000	\$25,371					

GEOGRAPHIC REGION VII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
330 NEW ACCOUNTS OFFICER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	8	\$18,037	\$15,750 \$19,475	\$17,856	1	45	13	3	5
\$50 TO \$99 MILLION	22	\$17,733	\$14,464 \$21,705	\$17,975	1	44	13	5	4
\$100 TO \$249 MILLION	24	\$20,314	\$16,276 \$24,642	\$19,390	2	48	17	6	4
\$250 TO \$499 MILLION	9	\$20,512	\$16,212 \$25,204	\$20,818	2	50	23	7	4
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	68	\$18,816	\$15,329 \$22,787	\$18,175	2	46	16	5	5
401 CHIEF EXECUTIVE OFFICER									
UNDER \$20 MILLION	25	\$44,416	\$38,005 \$46,425	\$43,200	1	47	17	9	9
\$20 TO \$29 MILLION	17	\$45,969	\$42,033 \$56,300	\$46,500	1	49	15	8	16
\$30 TO \$39 MILLION	19	\$60,242	\$45,429 \$68,620	\$55,704	1	48	11	6	25
\$40 TO \$49 MILLION	23	\$54,388	\$50,220 \$66,060	\$54,500	1	52	17	8	26
\$50 TO \$99 MILLION	50	\$66,846	\$51,275 \$78,174	\$67,050	1	51	20	9	27
\$100 TO \$249 MILLION	43	\$87,069	\$65,063 \$105,952	\$80,300	1	50	16	9	58
\$250 TO \$499 MILLION	10	\$128,190	\$72,299 \$140,445	\$111,200	1	51	13	5	102
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	193	\$69,715	\$54,390 \$82,607	\$63,673	1	50	16	8	47
402 CHIEF ADMINISTRATIVE OFFICER									
UNDER \$20 MILLION	9	\$35,367	\$27,750 \$41,310	\$38,400	1	44	14	8	10
\$20 TO \$29 MILLION	11	\$36,807	\$34,500 \$41,533	\$36,600	1	45	13	6	15
\$30 TO \$39 MILLION	10	\$44,072	\$35,000 \$46,250	\$46,740 *	1	42	11	5	25
\$40 TO \$49 MILLION	9	\$47,859	\$40,000 \$50,000	\$46,000	1	43	6	4	19
\$50 TO \$99 MILLION	23	\$50,534	\$38,779 \$58,606	\$48,500	1	45	13	7	24
\$100 TO \$249 MILLION	33	\$61,867	\$46,105 \$76,106	\$59,902	1	47	17	6	36
\$250 TO \$499 MILLION	9	\$81,467	\$53,355 \$93,730	\$81,000	1	49	14	3	18
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	107	\$53,455	\$42,958 \$66,095	\$51,000	1	46	13	6	26
403 CHIEF FINANCIAL OFFICER									
UNDER \$20 MILLION	4	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	5	\$31,550		\$32,500	1	39	8	3	13
\$50 TO \$99 MILLION	14	\$39,546	\$33,688 \$52,915	\$40,171	1	48	16	6	16
\$100 TO \$249 MILLION	20	\$41,898	\$35,084 \$53,259	\$44,110	1	38	7	3	11
\$250 TO \$499 MILLION	6	\$59,917	\$45,913 \$70,231	\$59,100	1	45	13	4	6
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	60	\$42,617	\$35,935 \$54,928	\$41,125	1	41	11	5	12

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GEOGRAPHIC REGION VII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
404 SR OPERATIONS OFFICER									
UNDER \$20 MILLION	5	\$27,764		\$27,800	1	35	6	4	7
\$20 TO \$29 MILLION	10	\$24,735	\$21,967	\$28,817	1	41	12	3	15
\$30 TO \$39 MILLION	10	\$30,675	\$24,787	\$36,950	1	39	10	4	13
\$40 TO \$49 MILLION	15	\$30,636	\$24,297	\$32,328	1	44	13	6	12
\$50 TO \$99 MILLION	30	\$31,739	\$27,279	\$40,020	1	39	11	4	16
\$100 TO \$249 MILLION	40	\$37,958	\$29,561	\$46,432	1	45	14	7	28
\$250 TO \$499 MILLION	8	\$51,050	\$38,361	\$62,507	1	44	16	4	63
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	122	\$34,566	\$28,266	\$42,238	1	42	13	5	28
405 OPERATIONS OFFICER									
UNDER \$20 MILLION	13	\$19,092 *	\$19,950	\$22,854	1	35	8	4	6
\$20 TO \$29 MILLION	6	\$19,448		\$18,150	1	45	10	6	12
\$30 TO \$39 MILLION	11	\$21,488	\$16,300	\$26,804	1	35	9	3	10
\$40 TO \$49 MILLION	12	\$21,131		\$19,750	1	41	10	5	9
\$50 TO \$99 MILLION	31	\$23,140	\$18,610	\$28,000	1	41	13	5	11
\$100 TO \$249 MILLION	39	\$21,752	\$18,302	\$29,070	2	39	12	5	14
\$250 TO \$499 MILLION	6	\$26,930	\$22,288	\$34,158	1	40	15	3	21
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	121	\$22,014	\$18,883	\$28,560	2	39	11	4	12
406 PERSONNEL OFFICER/DIRECTOR									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	6	\$23,231	\$19,525	\$27,275	1	40	8	2	10
\$40 TO \$49 MILLION	5	\$20,915	\$15,500	\$23,000	1	46	14	3	6
\$50 TO \$99 MILLION	23	\$25,904	\$20,287	\$31,655	1	42	14	5	16
\$100 TO \$249 MILLION	29	\$24,294	\$20,671	\$32,904	1	42	10	4	3
\$250 TO \$499 MILLION	11	\$30,905	\$25,527	\$40,399	1	41	11	6	5
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	81	\$26,932	\$22,621	\$35,343	1	42	12	5	7
407 MARKETING OFFICER									
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	5	\$19,620		\$20,500	1	36	6	6	
\$50 TO \$99 MILLION	22	\$27,934	\$24,539	\$40,805	1	41	9	4	4
\$100 TO \$249 MILLION	29	\$30,955	\$22,643	\$36,167	1	41	7	4	8
\$250 TO \$499 MILLION	9	\$35,089	\$29,232	\$47,334	1	37	3	3	7
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	76	\$30,245	\$25,671	\$41,297	1	40	7	4	6

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION VII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
408 CONTROLLER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	5	\$28,599		\$31,000	1	46	13	4	4
\$50 TO \$99 MILLION	11	\$31,061	\$22,092	\$33,746	1	40	11	7	3
\$100 TO \$249 MILLION	23	\$33,983	\$25,586	\$39,514	1	42	11	6	6
\$250 TO \$499 MILLION	7	\$33,857	\$27,087	\$44,408	1	36	9	3	5
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	53	\$33,252	\$27,209	\$42,813	1	41	11	5	7
409 GENERAL ACCOUNTING MANAGER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	5	\$15,652	\$11,850	\$16,750	1	35	13	6	6
\$40 TO \$49 MILLION	7	\$14,355	\$14,000	\$16,000	1	41	12	3	6
\$50 TO \$99 MILLION	16	\$16,904	\$14,411	\$21,558	1	39	12	6	7
\$100 TO \$249 MILLION	12	\$20,289	\$15,330	\$22,741	1	36	9	3	4
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	52	\$18,405	\$16,581	\$24,374	1	38	11	4	5
410 BRANCH ADMINISTRATION OFFICER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	6	\$32,159	\$26,883	\$37,522	1	44	14	3	11
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
ALL BANKS	12	\$27,129	\$23,454	\$33,071	1	44	15	5	16
411 BRANCH MANAGER (LARGE +31)									
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	3	INSUFFICIENT DATA							

GEOGRAPHIC REGION VII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
412 BRANCH MANAGER (MEDIUM 10-30)									
\$50 TO \$99 MILLION	5	\$31,920		\$33,372	2	41	9	4	11
\$100 TO \$249 MILLION	13	\$25,346	\$22,325 \$32,335	\$22,000 *	1	41	13	5	9
\$250 TO \$499 MILLION	6	\$28,405	\$24,319 \$38,441	\$26,125	1	44	16	4	15
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	27	\$27,874	\$24,903 \$38,574	\$25,500	2	42	13	5	11
413 BRANCH MANAGER (SMALL 10)									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	5	\$15,099	\$13,050 \$17,850	\$13,700	2	28	3	2	4
\$40 TO \$49 MILLION	7	\$18,445		\$17,316	1	47	10	5	4
\$50 TO \$99 MILLION	30	\$19,692	\$16,064 \$25,221	\$18,890	1	40	11	5	6
\$100 TO \$249 MILLION	24	\$22,866	\$18,117 \$27,226	\$21,580	2	45	11	5	5
\$250 TO \$499 MILLION	6	\$24,897	\$21,339 \$32,306	\$23,915	2	39	11	3	8
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	78	\$20,874	\$17,791 \$27,353	\$20,033	2	41	11	4	5
414 DATA PROCESSING DIRECTOR									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$27,894	\$19,100 \$32,400	\$29,000	1	37	6	4	6
\$100 TO \$249 MILLION	12	\$36,524	\$27,611 \$42,833	\$36,750	1	44	12	8	12
\$250 TO \$499 MILLION	7	\$44,300	\$32,307 \$53,570	\$45,000	1	41	12	7	16
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	31	\$35,710	\$28,291 \$45,612	\$36,000	1	41	11	6	19
415 COMPUTER CENTER MANAGER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	6	\$22,482 *	\$14,916 \$22,165	\$23,500 *	1	41	11	8	6
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	17	\$25,665	\$22,774 \$36,179	\$24,500	1	37	11	6	12

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GEOGRAPHIC REGION VII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER									
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	10	\$36,379	\$28,153 \$45,246	\$36,050	1	36	13	5	16
417 DP OPERATIONS SUPERVISOR									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$14,504	\$11,884 \$16,634	\$14,400	1	38	10	5	4
\$100 TO \$249 MILLION	14	\$20,171	\$15,397 \$23,177	\$19,990	1	31	6	2	6
\$250 TO \$499 MILLION	8	\$23,099	\$17,667 \$27,774	\$22,420	1	34	9	4	6
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	39	\$19,398	\$15,490 \$23,216	\$19,600	1	34	8	4	5
418 PURCHASING MANAGER									
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	7	\$19,186	\$15,697 \$24,033	\$15,576 *	1	39	6	3	5
\$250 TO \$499 MILLION	7	\$22,529	\$17,134 \$27,559	\$21,500	1	47	14	5	6
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	22	\$20,106	\$16,401 \$25,317	\$19,511	1	42	10	3	5
419 COMMERCIAL CREDIT DEPT MANAGER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	10	\$27,871	\$19,578 \$32,181	\$24,600	1	34	8	2	4
\$250 TO \$499 MILLION	6	\$23,544	\$21,006 \$32,306	\$20,510 *	1	36	8	3	6
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	23	\$25,828	\$21,043 \$32,697	\$24,200	1	36	9	3	5

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GEOGRAPHIC REGION VII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
420 CONSUMER LOAN DEPT MANAGER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	12	\$30,019	\$24,804 \$39,562	\$29,219	1	43	12	6	4
\$100 TO \$249 MILLION	18	\$32,624	\$24,397 \$38,330	\$33,460	1	40	10	5	6
\$250 TO \$499 MILLION	8	\$36,269	\$29,754 \$47,734	\$35,500	1	45	12	5	14
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	50	\$30,012	\$25,128 \$39,535	\$31,475	1	42	10	5	7
421 MORTGAGE LOAN DEPT MANAGER									
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$30,633	\$27,000 \$39,900	\$28,800	1	41	8	5	3
\$100 TO \$249 MILLION	7	\$36,750	\$23,884 \$39,592	\$38,500	1	43	11	6	2
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
ALL BANKS	22	\$32,752	\$26,115 \$40,515	\$31,800	1	42	9	5	3
422 COMMERCIAL LOAN DEPT MANAGER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	16	\$42,101	\$29,815 \$47,396	\$41,150	1	42	10	5	4
\$100 TO \$249 MILLION	21	\$47,636	\$33,020 \$51,462	\$48,600	1	41	9	5	9
\$250 TO \$499 MILLION	8	\$56,313	\$40,206 \$66,310	\$55,100	1	41	7	3	11
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	52	\$45,056	\$33,594 \$53,011	\$45,700	1	41	9	4	7
423 SR TRUST OFFICER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	12	\$35,064	\$34,405 \$51,337	\$37,120	1	43	12	6	4
\$100 TO \$249 MILLION	27	\$43,424	\$29,816 \$47,102	\$44,000	1	45	11	7	7
\$250 TO \$499 MILLION	7	\$51,971	\$38,397 \$61,482	\$52,000	1	46	9	4	9
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	54	\$45,172	\$33,727 \$51,778	\$42,750	1	45	13	7	13

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	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE</u>		<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
			<u>MINIMUM</u>	<u>MAXIMUM</u>						
424 TRUST OPERATIONS MANAGER										
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	14	\$23,908	\$18,871	\$29,810	\$22,025	1	40	8	3	4
\$250 TO \$499 MILLION	5	\$34,140	\$27,640	\$46,843	\$32,900	1	35	10	4	7
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	31	\$26,744	\$21,730	\$33,778	\$24,000	1	42	11	5	10
425 TELEPHONE SUPERVISOR										
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
426 COMPENSATION & BENEFITS MGR										
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	5	\$31,600	\$25,964	\$48,770	\$27,000	1	49	16	6	3
427 PAYROLL SUPERVISOR										
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	15	\$16,745	\$13,707	\$20,359	\$16,700	1	39	8	4	2

GEOGRAPHIC REGION VII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
428 INTERNAL AUDIT MANAGER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA			1	35	10	2	2
\$50 TO \$99 MILLION	5	\$18,410	\$18,100	\$28,998	1	33	7	3	2
\$100 TO \$249 MILLION	9	\$25,707	\$18,711	\$31,799	1	39	8	6	2
\$250 TO \$499 MILLION	5	\$33,620	\$27,152	\$45,318					
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA			1	36	8	3	3
ALL BANKS	24	\$26,495	\$22,471	\$36,708					
429 SECURITY MANAGER									
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	9	\$26,787 *	\$29,717	\$46,709	1	53	12	6	15
430 CONSUMER LOAN COLLECTION MGR									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA			1	41	9	6	2
\$100 TO \$249 MILLION	6	\$24,867	\$22,025	\$32,435					
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA			1	40	10	5	3
ALL BANKS	19	\$21,288	\$20,729	\$30,756					
431 TRAINING DIRECTOR									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA			1	34	6	2	10
ALL BANKS	10	\$21,799	\$20,395	\$30,223					

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GEOGRAPHIC REGION VII RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
432 EMPLOYMENT MANAGEMENT									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
ALL BANKS	2	INSUFFICIENT DATA							
433 SR BUSINESS DEVELOPMENT OFFICE									
\$50 TO \$99 MILLION	6	\$37,800	\$31,758	\$53,703	\$37,100	1	43	13	3
\$100 TO \$249 MILLION	8	\$37,516	\$30,392	\$42,289	\$37,138	1	47	7	3
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							1
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	16	\$40,620	\$33,773	\$51,756	\$37,575	1	46	10	3
434 SR INTERNATIONAL BANKING OFFIC									
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	3	INSUFFICIENT DATA							
435 SR INVESTMENT OFFICER									
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$31,367			\$29,100	1	54	13	5
\$100 TO \$249 MILLION	17	\$38,980	\$26,040	\$42,503	\$38,500	1	48	18	8
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							2
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	36	\$39,218	\$30,246	\$48,631	\$36,975	1	48	15	6

GEOGRAPHIC REGION VII RESULTS -- 1985

	NO. CF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
436 SR CORRESPONDENT BANKING OFFIC									
\$100 TO \$249 MILLION	8	\$35,407	\$26,287 \$43,648	\$38,820	1	45	17	10	2
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA			1	47	13	8	3
ALL BANKS	13	\$40,360	\$29,541 \$48,231	\$40,000					

Region VIII West-South Central

Arkansas
Louisiana
Oklahoma
Texas

GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK									
UNDER \$20 MILLION	5	\$9,359 *	\$9,900	\$12,000	\$9,000 *	1			
\$20 TO \$29 MILLION	12	\$9,411 *	\$9,675	\$11,525	\$9,300 *	2			
\$30 TO \$39 MILLION	6	\$9,159	\$7,558	\$9,485	\$8,730	2			
\$40 TO \$49 MILLION	6	\$8,933 *	\$9,007	\$10,157	\$8,835 *	5			
\$50 TO \$99 MILLION	45	\$10,001	\$8,671	\$12,516	\$10,073	4			
\$100 TO \$249 MILLION	47	\$10,029	\$8,647	\$12,226	\$10,026	4			
\$250 TO \$499 MILLION	23	\$9,747	\$8,721	\$12,182	\$9,924	5			
\$500 TO \$999 MILLION	8	\$10,015	\$9,290	\$12,602	\$9,947	8			
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	155	\$9,857	\$8,786	\$12,209	\$9,894	4			
102 GENERAL CLERK									
UNDER \$20 MILLION	7	\$11,124	\$9,533	\$12,875	\$10,500	2			
\$20 TO \$29 MILLION	17	\$12,100	\$10,608	\$14,005	\$11,705	2			
\$30 TO \$39 MILLION	11	\$11,456	\$11,068	\$14,112	\$11,000 *	2			
\$40 TO \$49 MILLION	7	\$11,800	\$9,900	\$13,370	\$11,070	4			
\$50 TO \$99 MILLION	54	\$13,760	\$9,560	\$13,769	\$11,982	5			
\$100 TO \$249 MILLION	45	\$11,697	\$9,387	\$13,695	\$11,428	8			
\$250 TO \$499 MILLION	20	\$11,457	\$9,502	\$14,376	\$10,769	24			
\$500 TO \$999 MILLION	6	\$11,786	\$10,152	\$13,682	\$11,549	32			
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	171	\$12,342	\$9,723	\$13,846	\$11,548	8			
103 CLERK TYPIST									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	18	\$11,123	\$9,040	\$12,985	\$11,076	2			
\$100 TO \$249 MILLION	19	\$11,312	\$9,970	\$14,007	\$11,100	3			
\$250 TO \$499 MILLION	11	\$9,936	\$8,692	\$12,301	\$10,395	4			
\$500 TO \$999 MILLION	5	\$10,785	\$10,184	\$12,722	\$10,776	6			
\$1 BILLION AND OVER	5	\$12,259	\$10,983	\$15,532	\$12,000	4			
ALL BANKS	67	\$11,133	\$9,538	\$13,396	\$11,090	3			
104 DATA ENTRY OPERATOR									
UNDER \$20 MILLION	3	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	26	\$12,685	\$9,894	\$13,258	\$12,240	2			
\$100 TO \$249 MILLION	44	\$11,639	\$9,661	\$13,605	\$11,316	2			
\$250 TO \$499 MILLION	19	\$11,520	\$9,607	\$13,697	\$10,700	4			
\$500 TO \$999 MILLION	7	\$11,397	\$9,838	\$13,735	\$11,471	8			
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	110	\$11,847	\$9,857	\$13,662	\$11,415	3			

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GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
105 MAIL CLERK								
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA						
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA						
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	24	\$10,041	\$8,866	\$11,787	\$10,200	1		
\$100 TO \$249 MILLION	39	\$10,163	\$8,589	\$12,152	\$10,100	1		
\$250 TO \$499 MILLION	20	\$10,887	\$8,942	\$12,402	\$10,010	2		
\$500 TO \$999 MILLION	7	\$10,341 *	\$7,795	\$10,333	\$10,029	3		
\$1 BILLION AND OVER	4	INSUFFICIENT DATA						
ALL BANKS	99	\$10,345	\$8,794	\$12,037	\$10,010	1		
106 ACCOUNTING CLERK - SR								
UNDER \$20 MILLION	8	\$12,859	\$12,624	\$17,280	\$12,900	1		
\$20 TO \$29 MILLION	14	\$14,998	\$13,329	\$17,527	\$14,900	1		
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA						
\$40 TO \$49 MILLION	6	\$19,121 *	\$16,368	\$17,749	\$17,500	5		
\$50 TO \$99 MILLION	45	\$16,254	\$13,009	\$18,162	\$16,029	1		
\$100 TO \$249 MILLION	27	\$16,055	\$12,689	\$17,230	\$15,180	2		
\$250 TO \$499 MILLION	16	\$15,688	\$12,395	\$19,363	\$15,209	2		
\$500 TO \$999 MILLION	6	\$15,009	\$13,304	\$18,136	\$15,564	2		
\$1 BILLION AND OVER	5	\$14,924	\$12,913	\$18,878	\$14,136	4		
ALL BANKS	131	\$15,767	\$13,071	\$17,997	\$15,294	2		
107 ACCOUNTING CLERK								
UNDER \$20 MILLION	6	\$12,360	\$9,888	\$14,068	\$12,780	1		
\$20 TO \$29 MILLION	7	\$12,362	\$11,134	\$15,330	\$13,200	1		
\$30 TO \$39 MILLION	10	\$12,649	\$10,099	\$14,476	\$12,150	2		
\$40 TO \$49 MILLION	9	\$11,994 *	\$8,931	\$11,544	\$10,786	2		
\$50 TO \$99 MILLION	47	\$13,115	\$10,348	\$14,505	\$12,810	3		
\$100 TO \$249 MILLION	54	\$12,457	\$10,299	\$14,632	\$12,060	2		
\$250 TO \$499 MILLION	24	\$12,474	\$10,229	\$15,138	\$12,461	4		
\$500 TO \$999 MILLION	6	\$12,565	\$11,184	\$13,454	\$12,389	3		
\$1 BILLION AND OVER	5	\$13,370	\$11,702	\$16,818	\$12,340	9		
ALL BANKS	168	\$12,654	\$10,348	\$14,646	\$12,353	3		
108 PROOF MACHINE OPERATOR								
UNDER \$20 MILLION	11	\$9,241	\$7,759	\$9,700	\$9,420	1		
\$20 TO \$29 MILLION	21	\$11,320	\$10,608	\$12,906	\$11,580	1		
\$30 TO \$39 MILLION	17	\$10,787	\$9,409	\$11,224	\$11,105	1		
\$40 TO \$49 MILLION	10	\$11,705	\$10,923	\$12,542	\$11,220	3		
\$50 TO \$99 MILLION	65	\$11,118	\$8,941	\$12,651	\$11,394	2		
\$100 TO \$249 MILLION	59	\$10,596	\$9,096	\$12,600	\$10,339	3		
\$250 TO \$499 MILLION	23	\$10,585	\$9,575	\$13,545	\$10,248	5		
\$500 TO \$999 MILLION	8	\$11,243	\$9,877	\$13,425	\$12,120	6		
\$1 BILLION AND OVER	5	\$11,688	\$10,409	\$14,570	\$11,604	8		
ALL BANKS	219	\$10,861	\$9,341	\$12,699	\$10,793	3		

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GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
109 WORD PROCESSING OPERATOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$13,104	\$11,969	\$16,277	\$11,760 *	1			
\$100 TO \$249 MILLION	22	\$12,982	\$10,366	\$14,119	\$12,334	1			
\$250 TO \$499 MILLION	13	\$12,475	\$10,535	\$15,705	\$12,270	2			
\$500 TO \$999 MILLION	5	\$13,324	\$11,496	\$16,137	\$12,528	3			
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	57	\$12,926	\$10,811	\$15,179	\$12,400	2			
110 BOOKKEEPING MACHINE OPERATOR									
UNDER \$20 MILLION	3	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$10,616	\$9,258	\$12,490	\$10,620	3			
\$100 TO \$249 MILLION	8	\$11,529	\$9,999	\$13,723	\$10,332	4			
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	30	\$11,172	\$9,942	\$12,835	\$10,800	3			
111 MAINTENANCE SERVICE WORKER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	21	\$12,296	\$9,914	\$15,264	\$12,270	1			
\$100 TO \$249 MILLION	29	\$12,603	\$9,762	\$14,013	\$12,321	2			
\$250 TO \$499 MILLION	14	\$13,869	\$10,970	\$17,793	\$13,660	2			
\$500 TO \$999 MILLION	7	\$13,341	\$10,452	\$17,060	\$13,240	2			
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	81	\$12,837	\$10,291	\$15,292	\$12,621	2			
112 CUSTODIAN									
UNDER \$20 MILLION	4	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	7	\$9,946 *	\$10,189	\$11,564	\$10,618	1			
\$30 TO \$39 MILLION	6	\$11,175	\$8,744	\$12,750	\$11,900	1			
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	36	\$10,639	\$8,754	\$12,000	\$10,710	1			
\$100 TO \$249 MILLION	18	\$10,815	\$8,318	\$11,993	\$9,425	3			
\$250 TO \$499 MILLION	7	\$11,324	\$9,247	\$11,887	\$11,088	4			
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	84	\$10,555	\$8,859	\$11,910	\$10,236	3			

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GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
113 MESSENGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	23	\$9,882	\$8,697	\$11,957	\$9,975	1			
\$100 TO \$249 MILLION	28	\$10,147	\$8,550	\$11,790	\$9,945	1			
\$250 TO \$499 MILLION	16	\$11,512	\$9,202	\$13,207	\$10,890	2			
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	81	\$10,353	\$8,805	\$12,190	\$10,084	2			
114 SECURITY GUARD									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	14	\$13,393 *	\$13,484	\$18,392	\$14,053	2			
\$100 TO \$249 MILLION	10	\$14,697	\$11,815	\$15,933	\$14,625	2			
\$250 TO \$499 MILLION	13	\$13,909	\$11,123	\$16,698	\$13,800	4			
\$500 TO \$999 MILLION	5	\$12,620	\$10,502	\$14,203	\$12,000	3			
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	50	\$14,026	\$12,325	\$16,626	\$13,715	3			
201 SAFE DEPOSIT CLERK									
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	51	\$11,586	\$9,590	\$13,256	\$11,399	1			
\$100 TO \$249 MILLION	49	\$12,346	\$10,059	\$13,894	\$12,274	1			
\$250 TO \$499 MILLION	22	\$12,862	\$10,197	\$14,872	\$12,825	2			
\$500 TO \$999 MILLION	6	\$12,757	\$10,059	\$14,027	\$11,508	2			
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	139	\$12,145	\$9,939	\$13,882	\$11,772	1			
202 RECEPTIONIST									
UNDER \$20 MILLION	8	\$12,120 *	\$12,200	\$15,400	\$11,580 *	1			
\$20 TO \$29 MILLION	9	\$10,344 *	\$11,700	\$13,120	\$10,461 *	1			
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	5	\$11,583 *	\$12,633	\$13,041	\$10,500 *	1			
\$50 TO \$99 MILLION	25	\$11,224	\$9,804	\$13,098	\$11,260	1			
\$100 TO \$249 MILLION	27	\$10,919	\$9,565	\$13,115	\$10,125	1			
\$250 TO \$499 MILLION	14	\$11,491	\$10,021	\$14,256	\$11,480	2			
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	100	\$11,106	\$10,136	\$13,403	\$10,503	1			

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GEOGRAPHIC REGION VIII RESULTS -- 1985

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203 NEW ACCOUNTS REPRESENTATIVE									
UNDER \$20 MILLION	15	\$13,873	\$10,581	\$15,124	\$13,200				1
\$20 TO \$29 MILLION	22	\$12,744	\$11,725	\$15,512	\$12,474				1
\$30 TO \$39 MILLION	17	\$12,829	\$11,057	\$13,294	\$12,100				2
\$40 TO \$49 MILLION	11	\$12,714	\$11,455	\$14,559	\$12,000				6
\$50 TO \$99 MILLION	74	\$13,217	\$10,419	\$14,690	\$12,456				3
\$100 TO \$249 MILLION	57	\$12,654	\$10,290	\$14,646	\$12,720				3
\$250 TO \$499 MILLION	25	\$13,464	\$11,304	\$16,251	\$12,600				5
\$500 TO \$999 MILLION	8	\$13,263	\$11,795	\$16,416	\$13,330				14
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	233	\$13,063	\$10,766	\$15,001	\$12,603				3
204 TELEPHONE OPERATOR									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	6	\$9,664	\$8,496	\$14,100	\$9,642				1
\$30 TO \$39 MILLION	9	\$9,911 *	\$10,332	\$13,000	\$8,700 *				1
\$40 TO \$49 MILLION	8	\$10,859	\$10,020	\$11,262	\$10,350				1
\$50 TO \$99 MILLION	58	\$11,076	\$9,121	\$12,447	\$10,427				1
\$100 TO \$249 MILLION	51	\$11,038	\$9,299	\$12,448	\$10,548				1
\$250 TO \$499 MILLION	25	\$12,468	\$9,598	\$14,027	\$12,480				2
\$500 TO \$999 MILLION	8	\$11,275	\$9,676	\$13,555	\$11,117				2
\$1 BILLION AND OVER	5	\$12,491	\$11,078	\$15,673	\$11,870				2
ALL BANKS	172	\$11,230	\$9,515	\$12,984	\$10,862				1
205 SECRETARY									
UNDER \$20 MILLION	11	\$12,863	\$12,700	\$16,760	\$13,350				1
\$20 TO \$29 MILLION	21	\$13,739	\$11,986	\$16,793	\$13,975				2
\$30 TO \$39 MILLION	14	\$12,875	\$11,723	\$14,599	\$13,650				2
\$40 TO \$49 MILLION	8	\$14,316	\$14,233	\$16,483	\$15,150				8
\$50 TO \$99 MILLION	65	\$13,405	\$10,382	\$15,264	\$13,532				3
\$100 TO \$249 MILLION	53	\$13,087	\$10,564	\$15,963	\$12,930				6
\$250 TO \$499 MILLION	25	\$13,570	\$11,052	\$16,391	\$13,800				11
\$500 TO \$999 MILLION	8	\$13,087	\$11,199	\$15,424	\$12,646				16
\$1 BILLION AND OVER	5	\$14,729	\$12,397	\$18,391	\$14,027				13
ALL BANKS	210	\$13,369	\$11,007	\$15,948	\$13,319				5
206 EXECUTIVE SECRETARY									
UNDER \$20 MILLION	14	\$15,854	\$13,880	\$19,531	\$15,450				1
\$20 TO \$29 MILLION	16	\$17,372	\$14,109	\$20,095	\$17,850				1
\$30 TO \$39 MILLION	12	\$15,985	\$15,238	\$18,599	\$14,700 *				1
\$40 TO \$49 MILLION	9	\$18,076	\$14,547	\$20,867	\$19,000				1
\$50 TO \$99 MILLION	73	\$17,388	\$13,393	\$19,810	\$17,000				2
\$100 TO \$249 MILLION	53	\$17,385	\$13,230	\$19,529	\$16,505				3
\$250 TO \$499 MILLION	23	\$18,559	\$14,476	\$22,078	\$18,970				4
\$500 TO \$999 MILLION	8	\$17,970	\$14,074	\$21,616	\$17,336				10
\$1 BILLION AND OVER	5	\$19,499	\$15,705	\$23,426	\$19,569				5
ALL BANKS	213	\$17,433	\$13,819	\$20,223	\$17,444				3

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GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
207 LEGAL SECRETARY									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$16,271	\$11,237	\$17,490	\$17,646 *	3			
\$100 TO \$249 MILLION	10	\$16,072	\$11,550	\$17,772	\$15,883	3			
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	33	\$16,005	\$12,268	\$18,380	\$15,434	3			
208 UNIVERSAL TELLER									
UNDER \$20 MILLION	22	\$14,167 *	\$10,326	\$14,086	\$11,853	4			
\$20 TO \$29 MILLION	27	\$11,576	\$10,502	\$15,403	\$11,400	5			
\$30 TO \$39 MILLION	19	\$11,136	\$9,817	\$13,815	\$10,600	7			
\$40 TO \$49 MILLION	12	\$11,286	\$9,810	\$13,863	\$10,829	12			
\$50 TO \$99 MILLION	74	\$13,514	\$9,396	\$14,320	\$11,479	11			
\$100 TO \$249 MILLION	55	\$11,200	\$9,192	\$13,895	\$10,981	19			
\$250 TO \$499 MILLION	23	\$11,799	\$9,690	\$15,050	\$11,983	27			
\$500 TO \$999 MILLION	8	\$11,603	\$10,407	\$14,624	\$11,705	38			
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	244	\$12,285	\$9,646	\$14,341	\$11,276	14			
209 HEAD TELLER									
UNDER \$20 MILLION	14	\$13,667	\$11,293	\$16,475	\$13,500	1			
\$20 TO \$29 MILLION	25	\$15,037	\$13,673	\$17,708	\$14,355	1			
\$30 TO \$39 MILLION	16	\$14,712	\$12,574	\$15,648	\$14,550	1			
\$40 TO \$49 MILLION	10	\$15,635	\$14,145	\$16,825	\$14,688	5			
\$50 TO \$99 MILLION	65	\$15,633	\$12,000	\$17,449	\$14,785	2			
\$100 TO \$249 MILLION	48	\$14,740	\$11,920	\$17,010	\$14,619	4			
\$250 TO \$499 MILLION	20	\$16,335	\$11,567	\$16,825	\$15,256	4			
\$500 TO \$999 MILLION	8	\$15,062	\$12,136	\$17,173	\$14,805	8			
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	209	\$15,217	\$12,230	\$17,152	\$14,667	3			
301 SR COMMERCIAL LOAN OFFICER									
UNDER \$20 MILLION	6	\$38,757	\$38,000	\$46,000	\$39,720	1	46	2	4
\$20 TO \$29 MILLION	12	\$41,994			\$39,500	1	42	5	5
\$30 TO \$39 MILLION	8	\$43,571	\$36,000	\$60,000	\$43,600	1	38	4	5
\$40 TO \$49 MILLION	7	\$46,620			\$49,140	1	42	6	5
\$50 TO \$99 MILLION	54	\$46,123	\$35,946	\$56,432	\$45,438	1	42	9	6
\$100 TO \$249 MILLION	45	\$49,685	\$35,944	\$53,498	\$49,400	2	44	11	9
\$250 TO \$499 MILLION	22	\$54,931	\$42,860	\$66,286	\$50,980	2	38	9	11
\$500 TO \$999 MILLION	7	\$44,153	\$32,185	\$52,003	\$42,027	8	39	6	4
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	165	\$47,492	\$37,190	\$56,653	\$46,450	2	42	8	7

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GEOGRAPHIC REGION VIII RESULTS -- 1985

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302 COMMERCIAL LOAN OFFICER									
UNDER \$20 MILLION	4	INSUFFICIENT DATA			1	35	2	3	5
\$20 TO \$29 MILLION	10	\$31,910	\$30,833 \$41,000	\$34,500	1	39	4	3	1
\$30 TO \$39 MILLION	12	\$34,340	\$29,500 \$41,667	\$32,800	1	32	6	3	2
\$40 TO \$49 MILLION	7	\$28,929		\$27,200	2	37	6	3	3
\$50 TO \$99 MILLION	54	\$34,156	\$28,168 \$42,967	\$35,916	2	36	6	3	3
\$100 TO \$249 MILLION	52	\$34,144	\$23,864 \$40,007	\$33,200	4	34	6	3	2
\$250 TO \$499 MILLION	25	\$35,860	\$26,697 \$41,105	\$37,667	5	34	4	2	3
\$500 TO \$999 MILLION	8	\$33,585	\$22,832 \$36,925	\$33,500					
\$1 BILLION AND OVER	3	INSUFFICIENT DATA			2	36	6	3	3
ALL BANKS	175	\$33,819	\$26,005 \$40,738	\$33,800					
303 SR CONSUMER LOAN OFFICER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA			1	40	7	4	3
\$20 TO \$29 MILLION	8	\$30,713	\$27,600 \$33,600	\$30,600					
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA			1	47	11	5	2
\$40 TO \$49 MILLION	7	\$37,974		\$37,000	1	45	9	6	4
\$50 TO \$99 MILLION	34	\$35,593	\$25,851 \$40,821	\$34,850	1	43	9	5	4
\$100 TO \$249 MILLION	33	\$33,838	\$25,690 \$37,795	\$33,507	2	45	17	7	8
\$250 TO \$499 MILLION	17	\$35,069	\$27,938 \$43,142	\$36,000					
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA			1	44	10	6	5
ALL BANKS	111	\$34,134	\$25,840 \$37,662	\$32,991					
304 CONSUMER LOAN OFFICER									
UNDER \$20 MILLION	5	\$23,960	\$19,333 \$28,750	\$24,000	1	39	1	1	3
\$20 TO \$29 MILLION	14	\$29,881	\$26,530 \$33,330	\$27,250	1	40	4	2	4
\$30 TO \$39 MILLION	11	\$24,212	\$24,000 \$30,000	\$25,138	1	30	3	2	2
\$40 TO \$49 MILLION	9	\$22,744	\$14,950 \$23,317	\$21,450	2	34	5	3	2
\$50 TO \$99 MILLION	54	\$24,644	\$19,199 \$30,145	\$24,800	2	37	6	4	2
\$100 TO \$249 MILLION	52	\$24,219	\$18,861 \$27,530	\$23,875	2	38	6	4	2
\$250 TO \$499 MILLION	23	\$26,604	\$20,383 \$29,066	\$27,358	3	40	12	7	2
\$500 TO \$999 MILLION	6	\$25,973	\$18,987 \$30,882	\$25,554	4	37	8	3	2
\$1 BILLION AND OVER	4	INSUFFICIENT DATA			2	37	6	4	2
ALL BANKS	178	\$25,005	\$19,610 \$28,873	\$24,970					
305 SR MORTGAGE LOAN OFFICER									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA			1	42	6	3	2
\$50 TO \$99 MILLION	8	\$35,844	\$25,500 \$45,000	\$36,875	1	44	8	2	3
\$100 TO \$249 MILLION	18	\$41,894	\$32,070 \$44,787	\$39,500	2	40	7	2	8
\$250 TO \$499 MILLION	9	\$46,943	\$36,680 \$57,480	\$47,200					
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA			1	42	7	3	4
ALL BANKS	42	\$41,859	\$32,043 \$47,197	\$40,900					

GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	21	\$28,464	\$23,620	\$37,951	1	39	7	3	3
\$100 TO \$249 MILLION	36	\$24,807	\$17,979	\$28,466	1	39	9	4	2
\$250 TO \$499 MILLION	17	\$25,752	\$20,726	\$33,555	2	35	6	3	3
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	91	\$25,894	\$20,395	\$31,459	1	39	7	3	3
307 TRUST ACCOUNT ADMINISTRATOR									
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	17	\$24,316	\$19,527	\$30,183	1	37	9	4	2
\$250 TO \$499 MILLION	9	\$39,243	\$28,638	\$51,499	2	37	6	5	4
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	33	\$28,992	\$22,846	\$36,124	2	38	9	4	3
308 CORPORATE TRUST OFFICER									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	9	\$34,062	\$28,474	\$37,807	1	37	8	4	2
\$250 TO \$499 MILLION	7	\$36,267	\$27,363	\$41,843	2	36	9	6	6
\$500 TO \$999 MILLION	6	\$34,794	\$23,781	\$38,766	2	37	7	4	6
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	27	\$33,864	\$26,398	\$38,490	2	36	8	4	4
309 PERSONAL TRUST OFFICER									
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	9	\$25,080	\$21,059	\$32,995	1	40	10	8	3
\$250 TO \$499 MILLION	11	\$30,931	\$24,466	\$38,017	2	43	10	5	3
\$500 TO \$999 MILLION	6	\$26,687	\$21,603	\$31,469	2	37	8	5	4
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	32	\$28,357	\$23,609	\$35,713	2	40	9	5	5

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GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
310 STAFF ATTORNEY									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA		\$25,000	1	42	7	8	3
\$50 TO \$99 MILLION	5	\$24,740							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	16	\$40,358	\$39,605 \$60,802	\$37,875 *	1	38	4	3	2
311 INTERNAL AUDITOR									
\$20 TO \$29 MILLION	7	\$22,569		\$20,400	1	40	12	3	
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	31	\$21,504	\$16,967 \$27,181	\$18,300	1	39	9	3	3
\$100 TO \$249 MILLION	41	\$23,543	\$17,835 \$25,419	\$21,800	1	36	8	4	1
\$250 TO \$499 MILLION	12	\$25,607	\$22,233 \$39,596	\$21,325 *	2	34	6	3	4
\$500 TO \$999 MILLION	6	\$24,558	\$23,516 \$31,775	\$22,121 *	4	30	4	4	3
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	106	\$23,056	\$19,485 \$28,909	\$21,597	1	37	8	3	2
312 LOAN REVIEW OFFICER									
UNDER \$20 MILLION	4	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	20	\$23,511	\$17,437 \$24,743	\$21,000	1	36	7	2	4
\$100 TO \$249 MILLION	38	\$26,925	\$20,754 \$29,493	\$26,125	1	35	7	2	4
\$250 TO \$499 MILLION	14	\$31,198	\$22,657 \$38,514	\$28,010	1	36	5	2	8
\$500 TO \$999 MILLION	7	\$30,075 *	\$19,241 \$29,310	\$25,000	2	31	4	3	3
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	99	\$25,948	\$20,513 \$30,054	\$24,897	1	35	6	2	4
313 BUSINESS DEVELOPMENT OFFICER									
UNDER \$20 MILLION	4	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	5	\$24,328	\$21,000 \$35,000	\$21,500	1	36	3	2	3
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	17	\$23,638	\$19,338 \$29,063	\$21,600	1	49	7	4	2
\$100 TO \$249 MILLION	14	\$24,170	\$19,861 \$30,253	\$25,250	2	48	6	4	2
\$250 TO \$499 MILLION	13	\$33,635	\$22,055 \$35,141	\$25,750	1	44	11	5	7
\$500 TO \$999 MILLION	5	\$31,719	\$23,671 \$35,862	\$29,625	2	39	9	4	3
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	66	\$26,575	\$21,062 \$32,207	\$24,038	1	45	7	4	4

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GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
314 SYSTEMS ANALYST									
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	5	\$23,496	\$20,910 \$30,793	\$21,555	2	31	2	3	5
\$250 TO \$499 MILLION	8	\$29,907	\$22,690 \$34,453	\$32,716	2	40	7	6	4
\$500 TO \$999 MILLION	6	\$26,877	\$23,033 \$33,511	\$24,550	2	33	4	2	7
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	27	\$27,145	\$23,213 \$34,791	\$26,586	2	36	5	4	5
315 SR COMPUTER PROGRAMMER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	5	\$23,578	\$18,207 \$28,078	\$20,317	3	33	10	3	3
\$250 TO \$499 MILLION	10	\$32,970 *	\$20,994 \$30,241	\$31,109 *	1	40	7	5	5
\$500 TO \$999 MILLION	5	\$26,938	\$22,214 \$32,193	\$28,459	4	31	3	2	2
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	26	\$28,700	\$22,417 \$33,362	\$28,640	3	35	6	3	4
316 COMPUTER PROGRAMMER									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	6	\$19,811	\$18,949 \$27,539	\$18,860 *	2	27	2	2	
\$250 TO \$499 MILLION	12	\$23,987 *	\$15,393 \$23,158	\$23,622 *	2	31	4	3	1
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	26	\$22,110	\$17,945 \$26,406	\$22,140	3	29	4	2	1
317 SR COMPUTER OPERATOR									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$13,921	\$10,025 \$15,142	\$13,008	1	32	5	4	2
\$100 TO \$249 MILLION	12	\$14,959	\$12,797 \$18,928	\$14,200	1	29	6	3	3
\$250 TO \$499 MILLION	11	\$17,799	\$14,193 \$21,373	\$17,070	2	33	6	4	4
\$500 TO \$999 MILLION	7	\$16,485	\$14,946 \$20,905	\$17,482	3	30	3	1	2
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	41	\$16,010	\$13,827 \$20,094	\$16,100	2	31	5	3	3

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GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
318 COMPUTER OPERATOR										
UNDER \$20 MILLION	2	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	20	\$12,067	\$9,887	\$14,510	\$12,025	2	29	3	2	2
\$100 TO \$249 MILLION	31	\$12,394	\$10,683	\$15,800	\$12,390	2	28	4	2	
\$250 TO \$499 MILLION	16	\$13,160	\$10,654	\$16,908	\$13,130	4	28	3	3	
\$500 TO \$999 MILLION	6	\$13,273	\$12,273	\$16,054	\$12,901	4	24	2	2	
\$1 BILLION AND OVER	3	INSUFFICIENT DATA				3	28	3	2	2
ALL BANKS	80	\$12,554	\$10,801	\$16,003	\$12,440					
319 STAFF APPRAISER										
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	4	INSUFFICIENT DATA								
320 CONSUMER LOAN COLLECTOR										
UNDER \$20 MILLION	2	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	6	\$18,060 *	\$10,692	\$14,198	\$16,230 *	1	34	9	4	1
\$50 TO \$99 MILLION	28	\$16,758	\$12,577	\$17,776	\$15,870	1	37	4	3	2
\$100 TO \$249 MILLION	28	\$15,564	\$12,400	\$18,967	\$14,603	2	35	4	2	2
\$250 TO \$499 MILLION	19	\$16,144	\$11,890	\$17,729	\$15,650	3	34	4	4	2
\$500 TO \$999 MILLION	8	\$14,994	\$12,667	\$17,928	\$14,584	3	32	4	2	1
\$1 BILLION AND OVER	4	INSUFFICIENT DATA				2	36	4	3	2
ALL BANKS	101	\$16,098	\$12,347	\$17,925	\$15,600					
321 PERSONNEL ASSISTANT										
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	21	\$16,617	\$13,220	\$19,826	\$15,900	1	30	4	2	6
\$100 TO \$249 MILLION	23	\$14,548	\$12,370	\$18,145	\$13,800	1	29	5	3	2
\$250 TO \$499 MILLION	11	\$16,367	\$14,522	\$21,716	\$14,000 *	1	30	5	2	2
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA				1	30	5	3	3
ALL BANKS	67	\$16,689	\$13,951	\$20,997	\$15,548					

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GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
322 EMPLOYMENT INTERVIEWER										
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	12	\$22,105	\$18,058	\$26,298	\$22,300	1	41	8	3	4
323 ASST BRANCH MANAGER(LARGE +31)										
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
324 ASST BRANCH MANAGER(MED 10-30)										
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	6	\$22,853 *	\$14,126	\$21,284	\$24,468 *	1	51	16	2	12
\$250 TO \$499 MILLION	5	\$18,681	\$14,326	\$23,064	\$19,400	3	36	8	2	7
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	18	\$21,337	\$17,044	\$25,957	\$21,001	3	42	10	2	12
325 ASST BRANCH MANAGER(SMALL 10)										
\$50 TO \$99 MILLION	6	\$22,129 *	\$13,830	\$21,090	\$17,770	1	43	12	3	5
\$100 TO \$249 MILLION	11	\$17,951	\$14,645	\$21,679	\$14,873	3	38	8	3	5
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	22	\$19,586	\$15,444	\$23,039	\$18,218	3	38	8	3	7

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GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
			MINIMUM	MAXIMUM						
326 ACCOUNTANT										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	12	\$19,590	\$15,725	\$24,175	\$18,250	1	33	7	3	1
\$100 TO \$249 MILLION	17	\$21,694	\$17,711	\$25,453	\$21,000	1	34	7	3	3
\$250 TO \$499 MILLION	11	\$23,472	\$19,090	\$29,094	\$22,500	2	28	5	4	6
\$500 TO \$999 MILLION	7	\$21,900	\$18,556	\$26,179	\$20,223	2	27	2	3	4
\$1 BILLION AND OVER	5	\$26,093	\$22,363	\$33,398	\$26,243	4	30	4	2	2
ALL BANKS	55	\$21,633	\$18,353	\$27,182	\$20,223	2	31	6	3	3
327 OFFICER TRAINEE (B.A.)										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	5	\$19,839			\$22,680	1	28	2	2	
\$100 TO \$249 MILLION	15	\$16,220	\$12,859	\$18,794	\$15,000	2	26	2	1	2
\$250 TO \$499 MILLION	10	\$16,769	\$13,937	\$21,368	\$15,931	2	24	2	1	3
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	38	\$17,488	\$15,052	\$22,148	\$17,060	3	25	2	1	3
328 OFFICER TRAINEE (M.A.)										
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	7	\$21,997	\$19,264	\$24,475	\$23,245	2	27	1	1	
329 ADVERTISING OFFICER										
\$50 TO \$99 MILLION	5	\$24,603			\$22,000	1	40	8	5	3
\$100 TO \$249 MILLION	9	\$20,353	\$15,280	\$26,006	\$19,750	1	32	7	3	1
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	22	\$25,874	\$23,794	\$36,494	\$22,226 *	1	35	6	4	2

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GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
330 NEW ACCOUNTS OFFICER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	8	\$16,785	\$16,680	\$19,380	\$16,500 *	1	37	4	4
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	35	\$20,119	\$14,079	\$21,827	\$18,800	1	43	9	4
\$100 TO \$249 MILLION	42	\$19,739	\$16,008	\$23,930	\$18,850	1	42	13	4
\$250 TO \$499 MILLION	15	\$22,036	\$16,710	\$24,957	\$20,980	2	49	15	6
\$500 TO \$999 MILLION	6	\$18,434	\$17,989	\$55,654	\$20,389	6	31	6	11
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	115	\$20,143	\$16,392	\$27,061	\$19,173	2	42	11	5
401 CHIEF EXECUTIVE OFFICER									
UNDER \$20 MILLION	23	\$56,889 *	\$57,500	\$79,167	\$50,400 *	1	42	7	12
\$20 TO \$29 MILLION	28	\$67,680	\$55,225	\$70,634	\$65,500	1	47	7	13
\$30 TO \$39 MILLION	19	\$66,242	\$59,893	\$77,366	\$68,500	1	44	9	20
\$40 TO \$49 MILLION	11	\$76,496	\$73,332	\$82,850	\$76,800	1	52	10	19
\$50 TO \$99 MILLION	76	\$76,783	\$58,415	\$88,296	\$74,830	1	48	12	34
\$100 TO \$249 MILLION	59	\$93,843	\$65,600	\$100,845	\$90,000	1	47	11	57
\$250 TO \$499 MILLION	24	\$131,929	\$119,546	\$171,310	\$130,004	1	51	20	6
\$500 TO \$999 MILLION	7	\$121,114	\$119,509	\$189,560	\$114,800 *	1	49	11	3
\$1 BILLION AND OVER	5	\$216,000	\$156,380	\$250,210	\$200,000	1	52	11	6
ALL BANKS	252	\$86,469	\$73,220	\$105,119	\$79,663	1	48	11	7
402 CHIEF ADMINISTRATIVE OFFICER									
UNDER \$20 MILLION	6	\$41,041	\$40,000	\$60,000	\$45,124	1	42	8	8
\$20 TO \$29 MILLION	7	\$44,425			\$35,750	1	46	15	12
\$30 TO \$39 MILLION	7	\$41,937			\$41,750	1	41	7	5
\$40 TO \$49 MILLION	6	\$41,921	\$33,543	\$43,400	\$41,667	1	38	8	2
\$50 TO \$99 MILLION	46	\$53,726	\$41,481	\$57,391	\$52,413	1	43	10	5
\$100 TO \$249 MILLION	35	\$69,676	\$61,639	\$89,779	\$66,000	1	45	10	5
\$250 TO \$499 MILLION	21	\$94,567	\$73,769	\$106,486	\$94,500	1	46	15	4
\$500 TO \$999 MILLION	8	\$97,048	\$83,815	\$124,702	\$81,250 *	1	42	10	3
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	140	\$67,215	\$61,450	\$91,842	\$57,860 *	1	44	11	5
403 CHIEF FINANCIAL OFFICER									
UNDER \$20 MILLION	4	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	6	\$46,333	\$38,750	\$55,000	\$45,750	1	36	2	3
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	5	\$39,512	\$37,375	\$48,720	\$35,000 *	1	38	6	4
\$50 TO \$99 MILLION	15	\$43,433			\$41,825	1	40	12	6
\$100 TO \$249 MILLION	27	\$55,316	\$42,665	\$68,807	\$52,300	1	39	7	3
\$250 TO \$499 MILLION	14	\$67,890	\$61,557	\$96,314	\$67,750	1	44	11	4
\$500 TO \$999 MILLION	7	\$66,586	\$48,218	\$69,425	\$61,500	1	39	7	4
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	83	\$55,127	\$49,572	\$75,922	\$50,000	1	40	8	4

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GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
404 SR OPERATIONS OFFICER									
UNDER \$20 MILLION	8	\$29,128	\$28,333 \$47,333	\$33,063	1	37	5	3	8
\$20 TO \$29 MILLION	15	\$31,253	\$27,365 \$33,399	\$33,200	1	41	8	4	15
\$30 TO \$39 MILLION	15	\$32,604	\$26,492 \$37,365	\$32,750	1	42	11	7	17
\$40 TO \$49 MILLION	8	\$35,057 *	\$41,730 \$47,750	\$29,600 *	1	50	17	6	9
\$50 TO \$99 MILLION	50	\$39,591	\$29,935 \$47,203	\$38,848	1	45	13	5	19
\$100 TO \$249 MILLION	43	\$42,196	\$32,702 \$50,115	\$41,057	1	44	13	4	36
\$250 TO \$499 MILLION	23	\$57,288	\$46,791 \$77,105	\$52,000	3	47	17	6	54
\$500 TO \$999 MILLION	8	\$58,157	\$37,854 \$62,478	\$58,343	1	45	14	4	88
\$1 BILLION AND OVER	5	\$78,392	\$57,679 \$94,651	\$81,600	1	44	14	6	155
ALL BANKS	175	\$42,572	\$36,398 \$57,008	\$39,904	1	44	13	5	34
405 OPERATIONS OFFICER									
UNDER \$20 MILLION	10	\$25,090	\$24,500 \$31,667	\$23,500 *	1	32	7	1	8
\$20 TO \$29 MILLION	18	\$23,530	\$19,320 \$25,763	\$22,000	1	37	5	3	5
\$30 TO \$39 MILLION	15	\$19,167	\$17,381 \$22,395	\$19,050	2	37	9	4	8
\$40 TO \$49 MILLION	9	\$21,084 *	\$14,983 \$19,467	\$19,000	2	37	8	4	14
\$50 TO \$99 MILLION	59	\$23,010	\$19,862 \$27,532	\$21,412	2	42	10	4	12
\$100 TO \$249 MILLION	44	\$25,722	\$19,494 \$31,665	\$25,371	2	40	11	4	14
\$250 TO \$499 MILLION	21	\$26,776	\$20,594 \$37,956	\$24,900	3	40	14	6	30
\$500 TO \$999 MILLION	6	\$36,240	\$22,891 \$38,079	\$33,570	4	36	13	6	56
\$1 BILLION AND OVER	5	\$39,976	\$32,449 \$50,228	\$37,450	4	42	13	6	40
ALL BANKS	187	\$24,739	\$20,667 \$31,848	\$22,567	2	39	10	4	16
406 PERSONNEL OFFICER/DIRECTOR									
UNDER \$20 MILLION	3	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	5	\$20,900		\$19,800	1	38	5	2	8
\$50 TO \$99 MILLION	39	\$24,207	\$21,722 \$35,209	\$23,150	1	40	8	3	5
\$100 TO \$249 MILLION	42	\$26,885	\$21,917 \$35,060	\$28,104	1	42	10	4	4
\$250 TO \$499 MILLION	24	\$33,259	\$32,914 \$53,877	\$34,355	1	44	11	5	5
\$500 TO \$999 MILLION	8	\$47,269	\$34,120 \$52,180	\$50,365	1	43	15	5	11
\$1 BILLION AND OVER	5	\$63,200	\$51,806 \$77,531	\$64,600	1	42	10	4	13
ALL BANKS	133	\$29,530	\$28,034 \$44,323	\$26,999 *	1	41	9	4	5
407 MARKETING OFFICER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	25	\$26,394	\$20,160 \$28,080	\$28,080	1	44	9	4	2
\$100 TO \$249 MILLION	39	\$26,261	\$21,977 \$31,078	\$26,000	1	39	6	4	2
\$250 TO \$499 MILLION	20	\$38,743	\$38,120 \$60,617	\$34,865 *	1	43	11	5	5
\$500 TO \$999 MILLION	6	\$45,738	\$41,678 \$54,484	\$47,975	1	43	5	5	8
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	105	\$31,538	\$30,150 \$43,956	\$28,080 *	1	41	7	4	4

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GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
408 CONTROLLER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	23	\$33,627			\$31,200	1	36	7	4	6
\$100 TO \$249 MILLION	33	\$35,777	\$27,807	\$42,243	\$34,500	1	36	7	4	6
\$250 TO \$499 MILLION	21	\$40,658	\$32,418	\$54,006	\$39,500	1	33	6	3	9
\$500 TO \$999 MILLION	6	\$43,022	\$39,404	\$57,755	\$42,225	1	38	11	6	7
\$1 BILLION AND OVER	5	\$59,940	\$45,005	\$70,625	\$52,800	1	41	7	2	24
ALL BANKS	93	\$38,391	\$33,038	\$52,211	\$37,206	1	36	7	4	8
409 GENERAL ACCOUNTING MANAGER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	15	\$22,861	\$20,183	\$29,537	\$22,000	1	40	13	5	5
\$100 TO \$249 MILLION	22	\$20,448	\$17,177	\$24,895	\$20,226	1	33	6	3	3
\$250 TO \$499 MILLION	14	\$28,202	\$22,811	\$35,455	\$29,000	1	36	9	5	5
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	64	\$24,088	\$20,740	\$30,995	\$23,100	1	35	8	4	4
410 BRANCH ADMINISTRATION OFFICER										
\$50 TO \$99 MILLION	5	\$29,516	\$19,140	\$38,280	\$23,160	1	32	7	2	11
\$100 TO \$249 MILLION	9	\$25,887	\$21,646	\$33,401	\$27,612	1	42	12	2	24
\$250 TO \$499 MILLION	7	\$39,851	\$36,802	\$61,623	\$37,260	10	48	15	2	57
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	27	\$35,411	\$30,439	\$50,807	\$31,000	3	41	12	2	45
411 BRANCH MANAGER (LARGE +31)										
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	6	\$32,898	\$30,750	\$47,450	\$32,393	2	42	10	6	16

GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
412 BRANCH MANAGER (MEDIUM 10-30)									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	7	\$31,913	\$21,306	\$25,000	1	46	19	7	14
\$250 TO \$499 MILLION	6	\$31,026	\$23,723	\$40,310	3	43	13	4	24
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	23	\$31,216	\$26,295	\$42,421	3	42	11	4	17
413 BRANCH MANAGER (SMALL 10)									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	20	\$22,352 *	\$16,024	\$21,432	2	42	9	3	6
\$100 TO \$249 MILLION	17	\$20,520	\$16,612	\$28,658	4	40	9	4	8
\$250 TO \$499 MILLION	8	\$26,156	\$20,718	\$32,277	4	38	10	5	19
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	56	\$22,513	\$18,385	\$28,579	3	40	9	3	8
414 DATA PROCESSING DIRECTOR									
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	11	\$38,393	\$34,534	\$42,235	1	40	6	3	6
\$250 TO \$499 MILLION	13	\$43,588	\$32,076	\$50,841	1	44	11	5	17
\$500 TO \$999 MILLION	6	\$47,142	\$38,113	\$56,336	1	36	8	6	13
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	37	\$43,046	\$36,347	\$54,627	1	41	8	4	14
415 COMPUTER CENTER MANAGER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	8	\$24,369	\$19,758	\$27,451	1	40	7	2	6
\$250 TO \$499 MILLION	7	\$29,997	\$19,150	\$31,350	1	43	7	5	12
\$500 TO \$999 MILLION	5	\$34,889	\$27,767	\$42,316	1	35	11	5	18
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	26	\$30,545	\$24,195	\$36,124	1	39	7	4	11

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GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER									
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	6	\$40,142	\$26,966 \$47,191	\$39,675	1	46	14	7	6
\$500 TO \$999 MILLION	5	\$42,263	\$34,218 \$50,598	\$40,500	1	35	9	5	10
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	18	\$40,164	\$34,276 \$51,395	\$40,278	1	39	9	5	7
417 DP OPERATIONS SUPERVISOR									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	12	\$18,342 *	\$11,810 \$17,340	\$17,370 *	1	32	8	3	4
\$100 TO \$249 MILLION	18	\$19,112	\$14,062 \$21,567	\$17,600	1	32	7	3	6
\$250 TO \$499 MILLION	11	\$27,167	\$22,148 \$37,764	\$24,600	1	39	9	4	8
\$500 TO \$999 MILLION	5	\$22,221	\$16,840 \$28,544	\$24,000	1	38	6	4	7
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	51	\$21,459	\$16,551 \$25,584	\$19,000	1	35	8	3	6
418 PURCHASING MANAGER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	14	\$16,586	\$11,068 \$16,880	\$15,600	1	42	8	5	2
\$100 TO \$249 MILLION	20	\$18,849	\$15,269 \$21,357	\$18,400	1	44	9	3	4
\$250 TO \$499 MILLION	19	\$24,969	\$18,540 \$26,534	\$22,932	1	47	13	4	5
\$500 TO \$999 MILLION	8	\$26,331	\$20,589 \$28,760	\$28,304	1	36	11	4	6
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	67	\$21,970	\$17,791 \$25,639	\$20,000	1	43	10	4	5
419 COMMERCIAL CREDIT DEPT MANAGER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	23	\$18,831	\$14,701 \$23,398	\$18,540	1	34	6	3	3
\$100 TO \$249 MILLION	27	\$27,751	\$20,900 \$33,419	\$22,700	1	38	8	3	7
\$250 TO \$499 MILLION	22	\$30,425	\$22,173 \$38,460	\$28,250	1	37	9	3	7
\$500 TO \$999 MILLION	6	\$43,354	\$38,737 \$49,501	\$48,408	1	34	3	2	20
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	94	\$27,601	\$23,917 \$35,765	\$23,983	1	36	7	3	7

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GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
420 CONSUMER LOAN DEPT MANAGER									
UNDER \$20 MILLION	4	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	14	\$24,569	\$15,738 \$26,533	\$21,980	1	39	6	4	3
\$100 TO \$249 MILLION	30	\$34,538	\$25,920 \$39,599	\$33,172	1	43	9	5	9
\$250 TO \$499 MILLION	14	\$41,667	\$33,986 \$55,766	\$43,500	1	47	12	6	12
\$500 TO \$999 MILLION	6	\$55,011	\$41,074 \$63,012	\$56,502	1	51	13	8	24
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	77	\$34,379	\$26,999 \$41,477	\$31,450	1	43	9	4	9
421 MORTGAGE LOAN DEPT MANAGER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$23,543	\$16,327 \$26,757	\$19,530	1	32	5	4	1
\$100 TO \$249 MILLION	15	\$36,104	\$26,006 \$40,546	\$38,000	1	41	11	4	4
\$250 TO \$499 MILLION	10	\$41,144	\$27,188 \$43,896	\$42,163	1	41	4	2	8
\$500 TO \$999 MILLION	5	\$67,379	\$44,688 \$73,297	\$55,583	1	37	6	3	13
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	41	\$38,822	\$28,920 \$46,283	\$40,876	1	38	7	3	6
422 COMMERCIAL LOAN DEPT MANAGER									
UNDER \$20 MILLION	3	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	16	\$36,569 *	\$20,487 \$32,368	\$35,750 *	1	37	5	3	7
\$100 TO \$249 MILLION	29	\$44,214	\$31,760 \$52,343	\$47,750	1	40	9	4	9
\$250 TO \$499 MILLION	15	\$58,231	\$46,402 \$70,480	\$62,000	1	40	9	3	14
\$500 TO \$999 MILLION	6	\$61,820	\$46,304 \$76,027	\$63,308	1	39	9	4	11
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	78	\$46,633	\$34,993 \$55,692	\$47,250	1	38	7	3	10
423 SR TRUST OFFICER									
\$50 TO \$99 MILLION	11	\$37,458	\$28,400 \$42,530	\$33,280	1	40	7	4	2
\$100 TO \$249 MILLION	29	\$48,868	\$39,189 \$57,920	\$50,000	1	48	10	7	6
\$250 TO \$499 MILLION	19	\$56,444	\$42,244 \$66,854	\$57,060	1	46	10	6	9
\$500 TO \$999 MILLION	8	\$60,462	\$46,953 \$69,896	\$62,955	1	44	8	3	17
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	70	\$51,780	\$42,179 \$64,418	\$52,750	1	46	10	6	9

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GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO. OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
424 TRUST OPERATIONS MANAGER									
\$50 TO \$99 MILLION	5	\$19,163	\$15,480 \$21,960	\$18,000	1	49	14	6	2
\$100 TO \$249 MILLION	18	\$28,190	\$22,719 \$33,791	\$25,625	1	40	9	4	4
\$250 TO \$499 MILLION	16	\$28,116	\$22,403 \$32,734	\$26,768	1	39	8	5	5
\$500 TO \$999 MILLION	5	\$37,016	\$25,334 \$40,330	\$36,300	1	39	12	4	12
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	48	\$29,150	\$24,326 \$36,531	\$26,659	1	41	9	5	7
425 TELEPHONE SUPERVISOR									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$22,268	\$19,183 \$29,096	\$25,000	1	37	3	3	3
ALL BANKS	17	\$17,363	\$15,764 \$22,757	\$18,075 *	1	42	8	5	3
426 COMPENSATION & BENEFITS MGR									
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	14	\$33,335	\$31,335 \$44,694	\$31,651	1	41	12	4	4
427 PAYROLL SUPERVISOR									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$20,956	\$6,090 \$26,540	\$19,300	1	43	15	6	2
\$100 TO \$249 MILLION	15	\$16,823	\$13,189 \$19,201	\$16,380	1	35	6	3	4
\$250 TO \$499 MILLION	9	\$16,618	\$15,337 \$23,745	\$17,296	1	37	8	4	3
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	38	\$18,873	\$14,260 \$22,960	\$17,300	1	37	8	4	3

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GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO. OF INCUMBENTS	AGE	MEAN LNTH. OF SERVICE	YRS. IN POSITION	EMPLOYEES SUPERVISED
428 INTERNAL AUDIT MANAGER										
\$50 TO \$99 MILLION	10	\$26,827	\$17,550	\$29,600	\$24,870	1	38	11	3	1
\$100 TO \$249 MILLION	12	\$32,661	\$26,852	\$43,739	\$32,750	1	41	8	4	2
\$250 TO \$499 MILLION	15	\$34,261	\$28,885	\$45,399	\$35,000	1	41	11	7	3
\$500 TO \$999 MILLION	6	\$45,250	\$36,838	\$49,966	\$48,123	1	40	9	7	6
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	46	\$34,638	\$30,452	\$47,025	\$32,750	1	40	9	5	4
429 SECURITY MANAGER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	10	\$32,816 *	\$33,674	\$51,892	\$27,856 *	2	43	14	5	21
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	29	\$29,306	\$25,256	\$48,658	\$27,750	2	45	11	6	15
430 CONSUMER LOAN COLLECTION MGR										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA				1	39	5	2	2
\$50 TO \$99 MILLION	12	\$19,769	\$14,467	\$22,850	\$18,755	1	42	8	4	2
\$100 TO \$249 MILLION	13	\$22,398	\$17,469	\$26,776	\$22,327	1	43	7	3	5
\$250 TO \$499 MILLION	12	\$22,417	\$17,713	\$27,957	\$21,946	1	38	9	5	9
\$500 TO \$999 MILLION	5	\$23,607	\$18,994	\$29,235	\$24,100	1	41	7	3	5
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	47	\$22,992	\$18,773	\$28,459	\$21,500	1	41	7	3	5
431 TRAINING DIRECTOR										
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA				1	35	7	2	1
\$100 TO \$249 MILLION	5	\$15,801	\$12,362	\$19,928	\$14,752	1	37	7	3	2
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	18	\$24,408	\$20,256	\$31,377	\$22,500	1	37	7	3	2

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GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO. OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
432 EMPLOYMENT MANAGEMENT									
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	1	INSUFFICIENT DATA							
ALL BANKS	10	\$27,254 *	\$28,746	\$42,975	\$22,750 *	1	40	8	2
433 SR BUSINESS DEVELOPMENT OFFICE									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$47,251 *	\$23,070	\$39,140	\$39,261 *	1	46	3	4
\$100 TO \$249 MILLION	12	\$43,624 *	\$20,370	\$32,040	\$31,902	1	50	12	5
\$250 TO \$499 MILLION	6	\$38,001 *	\$41,950	\$64,175	\$42,472	1	41	6	5
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	33	\$40,531	\$32,261	\$49,254	\$40,000	1	47	8	4
434 SR INTERNATIONAL BANKING OFFICER									
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	10	\$49,392	\$35,433	\$52,803	\$42,850	1	38	3	3
435 SR INVESTMENT OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	13	\$37,579	\$30,804	\$48,392	\$39,165	1	40	10	3
\$250 TO \$499 MILLION	11	\$44,256	\$37,385	\$63,827	\$49,000	1	40	11	5
\$500 TO \$999 MILLION	7	\$54,410	\$43,160	\$62,731	\$51,156	1	38	11	4
\$1 BILLION AND OVER	5	\$75,856	\$56,690	\$88,716	\$66,900	1	45	15	7
ALL BANKS	40	\$47,278	\$41,721	\$65,817	\$49,000	1	41	11	4

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GEOGRAPHIC REGION VIII RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO. OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
436 SR CORRESPONDENT BANKING OFFIC									
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA			1	39	5	3	2
\$100 TO \$249 MILLION	5	\$38,760	\$26,788 \$52,030	\$38,100	1	47	15	10	4
\$250 TO \$499 MILLION	12	\$47,606	\$41,688 \$68,407	\$45,650	1	39	4	3	3
\$500 TO \$999 MILLION	8	\$51,559	\$36,895 \$57,091	\$54,601					
\$1 BILLION AND OVER	3	INSUFFICIENT DATA			1	43	10	6	4
ALL BANKS	30	\$46,953	\$38,654 \$61,937	\$47,000					

Region IX Mountain

Arizona
Colorado
Idaho
Montana
New Mexico
Nevada
Utah
Wyoming

GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO. OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK									
UNDER \$20 MILLION	3	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	6	\$8,945 *	\$9,525 \$12,585	\$9,638	2				
\$30 TO \$39 MILLION	7	\$9,650	\$8,458 \$10,643	\$9,240	2				
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	17	\$9,562	\$9,130 \$13,462	\$10,200	2				
\$100 TO \$249 MILLION	18	\$9,210	\$8,621 \$12,047	\$9,367	4				
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$10,009	\$9,327 \$13,127	\$10,135	18				
ALL BANKS	62	\$9,585	\$9,036 \$12,568	\$9,717	4				
102 GENERAL CLERK									
UNDER \$20 MILLION	7	\$10,023	\$8,533 \$13,420	\$10,440	2				
\$20 TO \$29 MILLION	9	\$11,511	\$9,799 \$12,898	\$10,575	3				
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	10	\$11,065	\$9,100 \$13,845	\$10,563	5				
\$100 TO \$249 MILLION	23	\$10,821	\$9,317 \$13,477	\$10,400	7				
\$250 TO \$499 MILLION	5	\$10,732	\$9,518 \$13,480	\$10,560	5				
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	66	\$10,775	\$9,360 \$13,407	\$10,420	7				
103 CLERK TYPIST									
UNDER \$20 MILLION	4	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$11,590	\$9,009 \$14,246	\$11,873	2				
\$100 TO \$249 MILLION	11	\$11,252	\$9,857 \$13,841	\$10,656	3				
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	37	\$11,030	\$9,871 \$13,851	\$10,800	3				
104 DATA ENTRY OPERATOR									
UNDER \$20 MILLION	5	\$10,730	\$9,500 \$14,100	\$10,800	1				
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	16	\$11,290	\$10,005 \$14,682	\$11,304	2				
\$100 TO \$249 MILLION	15	\$11,977	\$9,871 \$15,060	\$11,440	2				
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$12,535	\$10,838 \$15,480	\$12,621	11				
ALL BANKS	48	\$11,573	\$9,995 \$14,872	\$11,310	3				

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GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
105 MAIL CLERK								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA						
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	6	\$9,278	\$9,019	\$11,658	1			
\$100 TO \$249 MILLION	19	\$9,637	\$8,557	\$11,492	1			
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA						
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA						
\$1 BILLION AND OVER	3	INSUFFICIENT DATA						
ALL BANKS	35	\$9,654	\$8,719	\$11,719	\$9,720	2		
106 ACCOUNTING CLERK - SR								
UNDER \$20 MILLION	14	\$11,632	\$10,820	\$17,440	\$12,600	1		
\$20 TO \$29 MILLION	6	\$14,043	\$11,942	\$14,750	\$13,750	1		
\$30 TO \$39 MILLION	6	\$13,257	\$10,924	\$14,560	\$13,620	2		
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	14	\$15,455	\$12,119	\$18,845	\$15,792	1		
\$100 TO \$249 MILLION	15	\$14,795	\$11,638	\$17,227	\$14,460	1		
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA						
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA						
\$1 BILLION AND OVER	4	INSUFFICIENT DATA						
ALL BANKS	65	\$14,064	\$12,028	\$17,750	\$14,305	4		
107 ACCOUNTING CLERK								
UNDER \$20 MILLION	7	\$10,109	\$9,675	\$14,600	\$10,200	2		
\$20 TO \$29 MILLION	9	\$10,974	\$10,081	\$13,081	\$10,500	2		
\$30 TO \$39 MILLION	5	\$10,002	\$9,580	\$12,180	\$10,900	2		
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	17	\$13,143	\$10,633	\$15,303	\$13,602	2		
\$100 TO \$249 MILLION	21	\$12,567	\$10,275	\$15,147	\$13,154	2		
\$250 TO \$499 MILLION	5	\$12,838	\$10,754	\$15,737	\$12,500	3		
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA						
\$1 BILLION AND OVER	5	\$12,367	\$10,543	\$15,017	\$12,880	89		
ALL BANKS	73	\$12,084	\$10,332	\$14,982	\$12,315	6		
108 PROOF MACHINE OPERATOR								
UNDER \$20 MILLION	21	\$10,385	\$9,388	\$12,834	\$10,875	1		
\$20 TO \$29 MILLION	13	\$10,508	\$8,419	\$12,410	\$10,575	1		
\$30 TO \$39 MILLION	9	\$10,411	\$9,108	\$11,760	\$10,680	1		
\$40 TO \$49 MILLION	7	\$9,373	\$9,021	\$12,864	\$9,150	3		
\$50 TO \$99 MILLION	18	\$11,049	\$9,567	\$13,423	\$10,815	2		
\$100 TO \$249 MILLION	27	\$10,902	\$9,542	\$14,127	\$11,074	4		
\$250 TO \$499 MILLION	5	\$10,763	\$9,287	\$13,099	\$11,000	6		
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA						
\$1 BILLION AND OVER	5	\$12,255	\$9,790	\$13,801	\$10,818	38		
ALL BANKS	107	\$10,674	\$9,380	\$13,378	\$10,780	4		

GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
109 WORD PROCESSING OPERATOR									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA			1				
\$50 TO \$99 MILLION	7	\$11,953	\$10,586 \$15,211	\$12,600	1				
\$100 TO \$249 MILLION	13	\$12,845	\$10,957 \$16,496	\$13,278	1				
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA			2				
ALL BANKS	28	\$12,799	\$11,016 \$16,399	\$13,092					
110 BOOKKEEPING MACHINE OPERATOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA			7				
ALL BANKS	7	\$11,830	\$9,725 \$14,566	\$11,818					
111 MAINTENANCE SERVICE WORKER									
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA			1				
\$50 TO \$99 MILLION	7	\$13,536	\$10,794 \$15,477	\$14,700	1				
\$100 TO \$249 MILLION	7	\$13,883	\$9,978 \$15,200	\$14,395	1				
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA			2				
ALL BANKS	28	\$13,740	\$10,817 \$14,685	\$12,915					
112 CUSTODIAN									
UNDER \$20 MILLION	5	\$8,346 *	\$10,400 \$10,400	\$7,800 *	1				
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	8	\$9,968	\$7,918 \$11,870	\$9,723	3				
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA			3				
ALL BANKS	28	\$10,291	\$8,783 \$12,202	\$9,785					

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GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
113 MESSENGER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$8,648	\$8,100	\$11,030	\$8,638	1			
\$100 TO \$249 MILLION	11	\$9,472	\$8,415	\$11,872	\$8,796	1			
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	30	\$9,521	\$8,566	\$11,824	\$9,612	3			
114 SECURITY GUARD									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$13,547 *	\$9,528	\$12,954	\$13,500 *	2			
\$100 TO \$249 MILLION	9	\$12,678	\$10,634	\$14,907	\$12,852	2			
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	26	\$13,506	\$10,937	\$14,986	\$12,483	3			
201 SAFE DEPOSIT CLERK									
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	15	\$11,905	\$10,159	\$14,742	\$12,500	1			
\$100 TO \$249 MILLION	22	\$11,524	\$10,023	\$14,853	\$11,280	1			
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	56	\$11,867	\$10,123	\$14,519	\$12,054	2			
202 RECEPTIONIST									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$10,967	\$9,413	\$13,989	\$11,200	1			
\$100 TO \$249 MILLION	12	\$11,246	\$9,821	\$13,741	\$10,517	1			
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	41	\$10,900	\$9,687	\$13,824	\$10,712	2			

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GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
203 NEW ACCOUNTS REPRESENTATIVE									
UNDER \$20 MILLION	16	\$11,566	\$9,936 \$13,372	\$11,400	1				
\$20 TO \$29 MILLION	14	\$11,541	\$9,715 \$14,481	\$11,762	2				
\$30 TO \$39 MILLION	9	\$11,522	\$10,228 \$13,600	\$11,000	2				
\$40 TO \$49 MILLION	6	\$10,776	\$9,778 \$13,858	\$10,939	3				
\$50 TO \$99 MILLION	17	\$12,686	\$10,692 \$15,543	\$12,391	3				
\$100 TO \$249 MILLION	25	\$12,154	\$10,907 \$16,028	\$12,180	6				
\$250 TO \$499 MILLION	5	\$12,941	\$11,027 \$16,136	\$13,152	5				
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA			26				
\$1 BILLION AND OVER	5	\$14,496	\$12,672 \$18,128	\$14,663	4				
ALL BANKS	99	\$12,062	\$10,664 \$15,330	\$11,964					
204 TELEPHONE OPERATOR									
\$20 TO \$29 MILLION	6	\$10,153	\$9,827 \$12,391	\$9,855	1				
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA			1				
\$50 TO \$99 MILLION	16	\$9,593	\$8,978 \$12,294	\$9,600	1				
\$100 TO \$249 MILLION	26	\$11,296	\$9,249 \$13,130	\$11,610					
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA			3				
\$1 BILLION AND OVER	6	\$11,737	\$10,296 \$14,542	\$11,682	1				
ALL BANKS	66	\$10,666	\$9,371 \$12,973	\$10,657					
205 SECRETARY									
UNDER \$20 MILLION	11	\$11,486	\$10,460 \$15,053	\$11,964	2				
\$20 TO \$29 MILLION	10	\$12,609	\$10,820 \$15,936	\$12,744	2				
\$30 TO \$39 MILLION	9	\$11,622	\$11,457 \$15,047	\$11,430 *	3				
\$40 TO \$49 MILLION	5	\$12,668	\$11,343 \$14,510	\$11,775	2				
\$50 TO \$99 MILLION	16	\$12,993	\$10,846 \$15,352	\$12,720	3				
\$100 TO \$249 MILLION	26	\$12,765	\$11,140 \$16,692	\$12,594	6				
\$250 TO \$499 MILLION	5	\$12,720	\$10,967 \$16,056	\$12,560	9				
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA			56				
\$1 BILLION AND OVER	6	\$14,267	\$11,812 \$16,910	\$14,741	8				
ALL BANKS	90	\$12,598	\$11,113 \$15,962	\$12,496					
206 EXECUTIVE SECRETARY									
UNDER \$20 MILLION	15	\$12,837	\$11,100 \$15,180	\$12,575	1				
\$20 TO \$29 MILLION	12	\$15,510	\$14,056 \$19,991	\$14,450	1				
\$30 TO \$39 MILLION	6	\$15,755	\$13,701 \$17,633	\$15,325	1				
\$40 TO \$49 MILLION	6	\$16,560	\$13,588 \$20,294	\$16,695	2				
\$50 TO \$99 MILLION	18	\$16,393	\$13,976 \$20,127	\$16,650	1				
\$100 TO \$249 MILLION	26	\$17,646	\$13,262 \$20,209	\$16,848	2				
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA			19				
\$1 BILLION AND OVER	5	\$18,167	\$15,328 \$22,737	\$17,412	3				
ALL BANKS	94	\$16,180	\$13,453 \$19,779	\$16,168					

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
207 LEGAL SECRETARY									
UNDER \$20 MILLION	6	\$12,045	\$11,790	\$16,380	\$12,600	1			
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$15,563	\$11,836	\$17,969	\$14,976	3			
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	19	\$14,588	\$12,441	\$18,653	\$14,833	2			
208 UNIVERSAL TELLER									
UNDER \$20 MILLION	22	\$10,168	\$9,011	\$12,875	\$10,253	3			
\$20 TO \$29 MILLION	15	\$11,558	\$9,344	\$13,970	\$10,350	6			
\$30 TO \$39 MILLION	9	\$11,001	\$9,244	\$12,156	\$9,696	7			
\$40 TO \$49 MILLION	7	\$9,683	\$8,567	\$12,400	\$9,925	11			
\$50 TO \$99 MILLION	19	\$10,782	\$9,667	\$14,873	\$10,942	16			
\$100 TO \$249 MILLION	26	\$11,080	\$9,825	\$14,760	\$10,682	21			
\$250 TO \$499 MILLION	5	\$11,100	\$9,747	\$13,902	\$10,870	19			
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$12,227	\$11,128	\$15,873	\$11,668	394			
ALL BANKS	110	\$10,869	\$9,567	\$14,067	\$10,524	31			
209 HEAD TELLER									
UNDER \$20 MILLION	18	\$12,069	\$11,631	\$17,585	\$11,820	1			
\$20 TO \$29 MILLION	14	\$13,893	\$11,973	\$17,500	\$12,870	2			
\$30 TO \$39 MILLION	9	\$13,143	\$10,805	\$14,993	\$13,260	2			
\$40 TO \$49 MILLION	5	\$14,297	\$12,939	\$16,584	\$14,000	1			
\$50 TO \$99 MILLION	16	\$14,927	\$13,084	\$20,308	\$14,850	1			
\$100 TO \$249 MILLION	26	\$15,203	\$12,646	\$18,689	\$14,575	2			
\$250 TO \$499 MILLION	5	\$17,715	\$13,996	\$21,183	\$14,500	5			
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$14,681	\$12,931	\$18,675	\$13,759	60			
ALL BANKS	100	\$14,242	\$12,526	\$18,434	\$13,785	5			
301 SR COMMERCIAL LOAN OFFICER									
UNDER \$20 MILLION	11	\$30,605	\$25,667	\$32,667	\$31,320	1	40	4	6
\$20 TO \$29 MILLION	10	\$37,715	\$26,300	\$55,100	\$38,750	1	36	4	4
\$30 TO \$39 MILLION	7	\$35,269	\$33,200	\$39,000	\$34,150	2	37	4	2
\$40 TO \$49 MILLION	5	\$34,400	\$33,063	\$38,327	\$36,288	1	44	16	6
\$50 TO \$99 MILLION	13	\$43,424	\$28,963	\$47,605	\$41,520	1	42	12	6
\$100 TO \$249 MILLION	22	\$40,142	\$27,570	\$43,487	\$39,150	2	42	9	7
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$37,523	\$33,529	\$52,509	\$37,443	12	44	8	2
ALL BANKS	78	\$38,188	\$29,409	\$44,219	\$38,004	2	40	8	5

GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
302 COMMERCIAL LOAN OFFICER									
UNDER \$20 MILLION	6	\$27,067		\$29,700	1	34	2	1	1
\$20 TO \$29 MILLION	7	\$25,957	\$18,350	\$26,625	1	43	9	3	2
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	5	\$27,044	\$20,820	\$27,156	2	45	9	4	5
\$50 TO \$99 MILLION	17	\$32,064	\$23,332	\$37,259	2	38	6	2	13
\$100 TO \$249 MILLION	26	\$31,134	\$21,858	\$36,624	3	40	8	3	2
\$250 TO \$499 MILLION	5	\$25,052	\$19,622	\$28,573	3	32	5	2	1
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$27,088	\$23,425	\$38,218	17	33	7	1	1
ALL BANKS	77	\$29,074	\$21,959	\$35,184	3	38	7	3	3
303 SR CONSUMER LOAN OFFICER									
UNDER \$20 MILLION	3	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	12	\$29,582	\$23,842	\$37,763	1	40	9	5	4
\$100 TO \$249 MILLION	16	\$31,227	\$21,328	\$35,144	1	46	12	7	7
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$29,773	\$27,017	\$41,368	13	37	12	2	3
ALL BANKS	45	\$29,986	\$23,946	\$36,241	2	42	11	5	4
304 CONSUMER LOAN OFFICER									
UNDER \$20 MILLION	7	\$19,835	\$17,543	\$24,261	1	30	3	2	2
\$20 TO \$29 MILLION	12	\$20,404	\$18,167	\$27,300	1	37	5	3	2
\$30 TO \$39 MILLION	5	\$19,004		\$18,600	1	34	7	3	2
\$40 TO \$49 MILLION	5	\$22,581	\$21,600	\$26,035	2	37	8	7	2
\$50 TO \$99 MILLION	19	\$22,215	\$18,024	\$27,913	2	38	6	3	2
\$100 TO \$249 MILLION	24	\$23,060	\$17,782	\$28,202	2	40	8	5	3
\$250 TO \$499 MILLION	5	\$19,929	\$17,862	\$25,754	3	35	7	4	1
\$1 BILLION AND OVER	5	\$21,648	\$19,896	\$30,276	25	38	8	2	1
ALL BANKS	82	\$21,647	\$18,430	\$27,581	3	37	7	4	2
305 SR MORTGAGE LOAN OFFICER									
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$36,374	\$32,180	\$45,700	1	45	7	6	3
\$100 TO \$249 MILLION	9	\$34,857	\$26,600	\$41,850	1	46	9	4	4
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	29	\$35,412	\$29,308	\$44,472	2	43	7	4	3

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GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER									
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	17	\$23,783	\$19,011 \$31,481	\$20,700	1	40	4	2	3
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	38	\$23,549	\$19,917 \$31,143	\$21,586	2	42	7	2	2
307 TRUST ACCOUNT ADMINISTRATOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	9	\$28,712	\$19,748 \$30,700	\$30,900 *	1	44	10	6	5
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$32,265	\$25,947 \$39,511	\$32,103	7	44	11	3	2
ALL BANKS	21	\$29,348	\$25,567 \$38,614	\$31,448	2	44	10	4	3
308 CORPORATE TRUST OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	5	\$32,302	\$18,924 \$39,228	\$33,876	2	35	4	5	2
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	14	\$30,212	\$21,928 \$54,088	\$30,810	2	41	12	5	2
309 PERSONAL TRUST OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	8	\$26,261	\$20,048 \$36,604	\$26,448	2	44	6	4	2
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$33,906	\$25,530 \$40,000	\$28,718	4	42	6	2	2
ALL BANKS	20	\$28,644	\$22,356 \$35,624	\$27,144	2	45	9	5	2

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GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
310 STAFF ATTORNEY									
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	6	\$39,664	\$30,817 \$48,875	\$40,950	1	39	6	4	3
311 INTERNAL AUDITOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	10	\$24,545	\$20,086 \$32,063	\$24,496	1	39	10	3	3
\$100 TO \$249 MILLION	14	\$24,568	\$15,310 \$30,597	\$23,990	1	39	4	3	1
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$23,858	\$22,557 \$34,530	\$24,102	6	37	6	3	9
ALL BANKS	37	\$23,919	\$19,322 \$30,962	\$24,000	2	38	6	3	2
312 LOAN REVIEW OFFICER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	9	\$24,483	\$19,256 \$30,786	\$25,800	1	36	5	2	3
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	24	\$26,502	\$21,543 \$34,775	\$25,900	1	38	5	1	3
313 BUSINESS DEVELOPMENT OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	10	\$25,057	\$18,324 \$29,184	\$23,343	1	46	5	5	2
\$100 TO \$249 MILLION	7	\$35,665	\$24,684 \$44,373	\$32,138	1	43	11	4	7
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$26,328	\$22,625 \$34,561	\$27,570	2	37	7	3	1
ALL BANKS	35	\$27,345	\$21,450 \$33,977	\$26,118	1	44	8	3	2

GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
314 SYSTEMS ANALYST									
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$29,636	\$25,787 \$39,827	\$29,292	8	35	6	1	
ALL BANKS	12	\$26,580	\$22,371 \$34,956	\$27,550	4	36	5	1	3
315 SR COMPUTER PROGRAMMER									
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	7	\$25,049	\$21,984 \$33,196	\$23,760	8	34	4	2	
316 COMPUTER PROGRAMMER									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	5	\$16,850	\$15,980 \$25,540	\$15,600 *	1	29	3	2	
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	11	\$18,720	\$17,438 \$26,565	\$19,224	3	30	3	2	
317 SR COMPUTER OPERATOR									
UNDER \$20 MILLION	3	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	19	\$15,486	\$13,991 \$20,673	\$15,185	2	33	6	2	3

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GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
318 COMPUTER OPERATOR									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA			2	26	2	2	1
\$50 TO \$99 MILLION	6	\$12,124 \$10,207	\$14,842	\$11,804	2	29	3	2	3
\$100 TO \$249 MILLION	12	\$12,236 \$11,657	\$17,921	\$11,976					
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA			3	29	4	3	2
ALL BANKS	29	\$13,001 \$11,541	\$17,369	\$12,840					
319 STAFF APPRAISER									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA			1	39	6	4	1
ALL BANKS	10	\$24,711 \$20,385	\$30,461	\$24,000					
320 CONSUMER LOAN COLLECTOR									
UNDER \$20 MILLION	5	\$14,257 \$13,527	\$19,170	\$14,040	1	43	1	1	
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA			1	37	6	2	1
\$50 TO \$99 MILLION	14	\$16,564 \$12,457	\$18,213	\$14,982	2	33	3	2	
\$100 TO \$249 MILLION	19	\$16,269 \$13,127	\$19,489	\$15,900					
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA			3	36	4	2	2
ALL BANKS	51	\$16,131 \$13,365	\$19,476	\$15,420					
321 PERSONNEL ASSISTANT									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA			1	35	4	2	3
\$50 TO \$99 MILLION	8	\$15,805 \$12,577	\$18,041	\$16,660	1	34	7	3	
\$100 TO \$249 MILLION	12	\$15,918 \$12,860	\$18,816	\$15,535					
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA			1	33	6	3	3
ALL BANKS	32	\$16,004 \$13,485	\$19,233	\$16,181					

GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
322 EMPLOYMENT INTERVIEWER									
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	7	\$18,493	\$16,656 \$24,823	\$19,948	2	33	6	2	
323 ASST BRANCH MANAGER(LARGE +31)									
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	8	\$32,484	\$26,057 \$40,837	\$31,560	9	45	14	3	30
324 ASST BRANCH MANAGER(MED 10-30)									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	11	\$25,668	\$20,150 \$30,918	\$26,400	10	38	11	3	15
325 ASST BRANCH MANAGER(SMALL 10)									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	14	\$19,159	\$16,235 \$24,343	\$18,293	5	41	11	4	6

GEOGRAPHIC REGION IX RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
326 ACCOUNTANT									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	9	\$20,512 \$16,250	\$24,439	\$21,600	1	33	6	3	2
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	20	\$22,344 \$18,822	\$27,773	\$21,150	2	36	7	4	4
327 OFFICER TRAINEE (B.A.)									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	7	\$15,725 \$14,860	\$20,230	\$15,240	2	30	8	2	6
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	19	\$16,799 \$15,660	\$22,758	\$16,050	8		4	2	4
328 OFFICER TRAINEE (M.A.)									
ALL BANKS		INSUFFICIENT DATA							
329 ADVERTISING OFFICER									
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	12	\$24,810 \$19,728	\$29,917	\$22,958	1	43	5	4	1

GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
330 NEW ACCOUNTS OFFICER									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$19,670	\$16,114	\$24,610	\$19,980	1	38	3	4
\$100 TO \$249 MILLION	10	\$21,919	\$16,747	\$25,968	\$20,262	1	42	6	5
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	27	\$20,234	\$15,987	\$24,864	\$19,716	1	41	4	4
401 CHIEF EXECUTIVE OFFICER									
UNDER \$20 MILLION	28	\$43,752	\$41,771	\$61,017	\$43,240	1	41	4	11
\$20 TO \$29 MILLION	16	\$56,349	\$55,450	\$91,300	\$54,845 *	1	46	6	17
\$30 TO \$39 MILLION	9	\$59,200 *	\$72,500	\$65,000	\$62,250 *	1	47	12	16
\$40 TO \$49 MILLION	7	\$59,001	\$56,186	\$68,686	\$56,340	2	55	13	8
\$50 TO \$99 MILLION	21	\$79,618	\$53,599	\$102,015	\$79,800	1	50	15	7
\$100 TO \$249 MILLION	28	\$90,418	\$63,636	\$102,501	\$86,634	1	52	18	40
\$250 TO \$499 MILLION	5	\$117,678	\$88,283	\$127,367	\$108,000	1	54	15	6
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA						3	70
\$1 BILLION AND OVER	5	\$247,573	\$157,908	\$260,590	\$241,746	1	60	23	99
ALL BANKS	121	\$76,161	\$66,763	\$105,641	\$65,200 *	1	48	12	5
402 CHIEF ADMINISTRATIVE OFFICER									
UNDER \$20 MILLION	6	\$30,740 *	\$30,750	\$45,710	\$31,400	1	38	5	2
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							11
\$30 TO \$39 MILLION	6	\$46,373	\$44,500	\$48,500	\$46,250	1	43	6	4
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							25
\$50 TO \$99 MILLION	10	\$51,810	\$40,373	\$65,813	\$51,742	1	46	16	9
\$100 TO \$249 MILLION	23	\$61,434	\$42,272	\$66,591	\$61,704	1	45	10	4
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							52
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	57	\$55,963	\$46,913	\$73,638	\$50,920	1	45	11	4
403 CHIEF FINANCIAL OFFICER									
UNDER \$20 MILLION	4	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	12	\$44,561	\$30,450	\$47,230	\$47,344 *	1	43	12	6
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							4
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$95,741	\$74,974	\$120,782	\$97,203	1	46	16	7
ALL BANKS	35	\$48,860	\$43,182	\$67,873	\$42,996 *	1	42	9	5

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
404 SR OPERATIONS OFFICER									
UNDER \$20 MILLION	14	\$23,571	\$17,250 \$34,000	\$24,500	1	34	7	3	7
\$20 TO \$29 MILLION	11	\$30,248	\$27,188 \$46,375	\$30,000	1	43	11	7	11
\$30 TO \$39 MILLION	8	\$31,750	\$30,000 \$35,000	\$32,000	1	42	9	6	11
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	16	\$37,568	\$30,552 \$49,285	\$35,220	1	38	7	3	30
\$100 TO \$249 MILLION	22	\$42,648	\$29,771 \$48,047	\$41,410	1	46	13	7	26
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	83	\$36,359	\$30,799 \$49,328	\$33,466	1	42	11	5	35
405 OPERATIONS OFFICER									
UNDER \$20 MILLION	11	\$20,449	\$16,496 \$28,709	\$20,000	1	36	6	2	5
\$20 TO \$29 MILLION	10	\$18,952	\$16,200 \$26,700	\$18,696	1	40	8	3	9
\$30 TO \$39 MILLION	7	\$19,768	\$17,833 \$21,167	\$20,100	9	45	16	5	15
\$40 TO \$49 MILLION	8	\$24,958 *	\$27,351 \$30,871	\$25,523 *	1	51	16	5	28
\$50 TO \$99 MILLION	14	\$23,746	\$20,462 \$30,302	\$20,950	2	29	5	2	12
\$100 TO \$249 MILLION	20	\$24,407	\$19,421 \$32,885	\$23,322	2	38	9	3	16
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	78	\$23,895	\$21,251 \$32,605	\$21,713	3	38	9	3	16
406 PERSONNEL OFFICER/DIRECTOR									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	12	\$24,256	\$18,292 \$28,060	\$22,400	1	39	10	4	16
\$100 TO \$249 MILLION	25	\$26,248	\$23,139 \$38,154	\$27,000	1	40	9	4	13
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$55,459	\$44,069 \$69,435	\$50,000	1	49	13	8	19
ALL BANKS	53	\$29,990	\$26,471 \$41,418	\$27,000	1	40	10	4	12
407 MARKETING OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	11	\$25,171	\$17,762 \$27,907	\$24,000	1	40	8	3	2
\$100 TO \$249 MILLION	17	\$29,876	\$24,064 \$40,280	\$29,000	1	39	6	3	2
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	40	\$32,665	\$27,476 \$42,092	\$28,930	1	41	7	3	4

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GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
408 CONTROLLER									
\$50 TO \$99 MILLION	5	\$32,641	\$23,329 \$40,464	\$37,008	1	43	12	5	3
\$100 TO \$249 MILLION	11	\$31,747	\$22,695 \$37,230	\$30,960	1	39	6	5	4
\$250 TO \$499 MILLION	5	\$32,047	\$25,940 \$38,397	\$32,000	1	42	14	5	4
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$54,680	\$42,099 \$65,725	\$59,644	1	58	19	6	13
ALL BANKS	27	\$36,780	\$27,953 \$44,606	\$37,008	1	43	11	5	5
409 GENERAL ACCOUNTING MANAGER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$19,406	\$15,316 \$23,573	\$20,040	1	39	9	3	4
\$100 TO \$249 MILLION	8	\$19,135	\$14,940 \$23,878	\$16,760	1	34	10	3	3
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	29	\$21,921	\$18,301 \$28,069	\$19,680	1	37	9	4	4
410 BRANCH ADMINISTRATION OFFICER									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	5	\$40,789	\$26,280 \$49,260	\$40,740	1	52	8	4	41
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	11	\$49,379	\$43,113 \$70,593	\$53,280	1	46	12	3	95
411 BRANCH MANAGER (LARGE +31)									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	10	\$42,576	\$34,404 \$56,043	\$39,750	8	48	18	4	37

GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
412 BRANCH MANAGER (MEDIUM 10-30)									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	8	\$29,743	\$22,757 \$40,073	\$28,636	3	43	9	4	19
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	18	\$32,343	\$25,634 \$42,749	\$31,775	9	39	10	4	16
413 BRANCH MANAGER (SMALL 10)									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$20,770	\$14,722 \$21,699	\$24,450 *	2	45	14	7	6
\$100 TO \$249 MILLION	8	\$27,122	\$21,907 \$39,237	\$26,277	2	43	9	5	8
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	26	\$25,459	\$21,017 \$34,894	\$26,956	5	41	10	5	7
414 DATA PROCESSING DIRECTOR									
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	8	\$39,308	\$29,340 \$55,525	\$43,350	1	38	5	5	13
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	17	\$40,936	\$34,369 \$58,695	\$43,200	1	40	7	5	19
415 COMPUTER CENTER MANAGER									
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	8	\$29,412	\$24,907 \$41,475	\$30,240	1	36	10	5	11

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GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER									
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	8	\$35,720	\$33,000 \$52,560	\$38,669	1	36	7	5	7
417 DP OPERATIONS SUPERVISOR									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	7	\$19,588	\$15,428 \$24,705	\$19,008	1	33	6	3	6
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	17	\$21,432	\$18,078 \$29,206	\$21,500	1	34	6	3	5
418 PURCHASING MANAGER									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	5	\$22,887	\$15,587 \$23,180	\$16,500	1	44	9	2	6
\$100 TO \$249 MILLION	10	\$21,060	\$17,261 \$26,633	\$20,432	1	48	10	6	4
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	23	\$24,786	\$20,065 \$30,937	\$24,600	1	47	10	5	6
419 COMMERCIAL CREDIT DEPT MANAGER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	10	\$26,511	\$21,255 \$34,870	\$26,400	1	31	3	1	5
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	19	\$31,798	\$26,125 \$40,412	\$28,192	1	35	5	2	7

GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
420 CONSUMER LOAN DEPT MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	9	\$29,889	\$26,051	\$44,420	1	41	10	2	5
\$100 TO \$249 MILLION	14	\$32,630	\$25,683	\$41,281	1	44	8	4	8
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	35	\$33,846	\$27,800	\$44,031	1	42	9	3	9
421 MORTGAGE LOAN DEPT MANAGER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	8	\$40,893	\$29,330	\$48,431	1	44	9	5	5
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	21	\$38,076	\$32,198	\$52,166	1	43	8	4	7
422 COMMERCIAL LOAN DEPT MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$37,082	\$26,628	\$45,683	1	36	7	2	5
\$100 TO \$249 MILLION	13	\$45,999	\$34,176	\$53,230	1	41	7	3	9
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$65,256	\$48,689	\$75,914	2	46	13	2	48
ALL BANKS	31	\$47,344	\$35,850	\$56,428	1	40	7	3	13
423 SR TRUST OFFICER									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	17	\$44,123	\$28,704	\$48,597	1	47	10	5	7
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	27	\$48,824	\$37,756	\$59,956	1	47	11	6	17

GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
424 TRUST OPERATIONS MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	14	\$25,649	\$19,255 \$32,480	\$22,500	1	42	10	4	3
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	25	\$29,469	\$24,254 \$38,385	\$27,996	1	42	12	5	5
425 TELEPHONE SUPERVISOR									
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	7	\$15,692	\$13,104 \$18,545	\$15,960	1	47	9	4	3
426 COMPENSATION & BENEFITS MGR									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	9	\$30,522	\$26,401 \$37,762	\$25,500 *	1	38	6	4	3
427 PAYROLL SUPERVISOR									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	10	\$19,310	\$16,586 \$23,368	\$17,715	1	42	13	5	2

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GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
428 INTERNAL AUDIT MANAGER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	6	\$30,550	\$26,947 \$45,847	\$30,750	1	33	3	3	2
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	18	\$34,937	\$32,176 \$50,410	\$30,750 *	1	35	6	4	5
429 SECURITY MANAGER									
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	12	\$28,716	\$26,036 \$39,550	\$29,400	1	50	10	9	5
430 CONSUMER LOAN COLLECTION MGR									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	7	\$22,559	\$18,591 \$28,603	\$21,552	1	37	4	3	2
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	18	\$21,015	\$19,329 \$29,191	\$21,576	1	37	5	3	4
431 TRAINING DIRECTOR									
\$100 TO \$249 MILLION	6	\$16,308	\$15,608 \$24,880	\$15,534 *	1	36	4	1	3
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$31,973	\$28,927 \$44,185	\$34,000	1	30	4	1	3
ALL BANKS	12	\$24,726	\$24,485 \$38,183	\$19,280 *	1	35	4	1	3

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GEOGRAPHIC REGION IX RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE MINIMUM MAXIMUM</u>	<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
432 EMPLOYMENT MANAGEMENT									
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	7	\$33,465	\$26,693 \$40,265	\$31,460	1	46	11	3	4
433 SR BUSINESS DEVELOPMENT OFFICE									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	12	\$38,381	\$29,135 \$44,229	\$35,278	1	53	15	4	3
434 SR INTERNATIONAL BANKING OFFIC									
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	5	\$43,992	\$34,813 \$53,246	\$46,000	1	41	4	1	16
435 SR INVESTMENT OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	7	\$37,529 \$26,613	\$45,707	\$41,796	1	46	20	6	4
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	19	\$46,145	\$39,631 \$60,832	\$42,380	1	47	17	5	9

GEOGRAPHIC REGION IX RESULTS -- 1985

	NO. OF BANKS OFFIC	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
436 SR CORRESPONDENT BANKING									
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	6	\$50,320	\$37,133 \$55,257	\$49,953	1	47	12	8	7

Region X Pacific

Alaska
California
Hawaii
Oregon
Washington

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
101 FILE CLERK									
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	19	\$9,901	\$9,466	\$13,670	\$10,070	3			
\$100 TO \$249 MILLION	7	\$11,031	\$9,130	\$12,976	\$10,800	4			
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$10,882	\$9,446	\$13,858	\$10,793	18			
ALL BANKS	47	\$10,137	\$9,238	\$13,228	\$10,396	5			
102 GENERAL CLERK									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	5	\$15,136	\$12,600	\$18,300	\$15,396	4			
\$50 TO \$99 MILLION	17	\$13,074	\$10,951	\$16,324	\$12,802	4			
\$100 TO \$249 MILLION	7	\$11,498	\$10,366	\$15,031	\$11,315	5			
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	7	\$12,244	\$10,553	\$15,566	\$11,754	25			
ALL BANKS	48	\$13,048	\$10,881	\$16,298	\$12,935	9			
103 CLERK TYPIST									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	11	\$12,641	\$11,365	\$17,022	\$12,000	1			
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$12,242	\$10,378	\$15,394	\$12,213	17			
ALL BANKS	27	\$12,682	\$10,965	\$16,278	\$12,213	7			
104 DATA ENTRY OPERATOR									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	5	\$12,645	\$10,510	\$15,795	\$13,200	2			
\$250 TO \$499 MILLION	5	\$13,009	\$10,944	\$16,728	\$12,400	3			
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	7	\$13,563	\$11,133	\$16,449	\$12,552	7			
ALL BANKS	23	\$13,346	\$11,225	\$16,710	\$13,140	4			

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
105 MAIL CLERK									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$11,681	\$10,609	\$14,519					
\$100 TO \$249 MILLION	7	\$11,147	\$10,036	\$13,952	\$10,320 *	1			
\$250 TO \$499 MILLION	6	\$11,374	\$9,635	\$14,631	\$11,024	1			
\$500 TO \$999 MILLION	5	\$10,600	\$9,197	\$13,270	\$11,172	2			
\$1 BILLION AND OVER	6	\$11,041	\$9,730	\$14,312	\$10,800	2			
ALL BANKS	32	\$11,158	\$9,859	\$14,120	\$11,274	5			
				\$10,860		2			
106 ACCOUNTING CLERK - SR									
UNDER \$20 MILLION	4	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	5	\$20,190 *	\$12,300	\$17,025	\$18,000 *	1			
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	17	\$16,631	\$13,215	\$19,420	\$16,800	2			
\$100 TO \$249 MILLION	6	\$18,252	\$14,227	\$21,213	\$18,050	2			
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	6	\$17,077	\$14,658	\$21,946	\$16,826	5			
ALL BANKS	47	\$17,559	\$13,892	\$20,267	\$16,893	2			
107 ACCOUNTING CLERK									
UNDER \$20 MILLION	3	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	7	\$15,085	\$11,016	\$16,020	\$15,300	2			
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	22	\$13,888	\$11,825	\$17,158	\$13,500	2			
\$100 TO \$249 MILLION	9	\$13,712	\$10,663	\$16,350	\$14,330	2			
\$250 TO \$499 MILLION	5	\$16,872	\$13,688	\$20,569	\$15,840	2			
\$500 TO \$999 MILLION	5	\$14,509	\$11,731	\$18,012	\$14,274	4			
\$1 BILLION AND OVER	5	\$13,862	\$12,401	\$18,242	\$14,012	8			
ALL BANKS	59	\$14,413	\$11,827	\$17,513	\$14,302	3			
108 PROOF MACHINE OPERATOR									
UNDER \$20 MILLION	8	\$11,960	\$10,167	\$14,267	\$11,409	1			
\$20 TO \$29 MILLION	7	\$12,409	\$10,260	\$15,340	\$12,600	1			
\$30 TO \$39 MILLION	7	\$12,482	\$10,716	\$15,612	\$11,340	2			
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	25	\$13,172	\$10,958	\$15,969	\$12,390	2			
\$100 TO \$249 MILLION	13	\$12,776	\$10,433	\$15,715	\$12,270	4			
\$250 TO \$499 MILLION	6	\$13,171	\$10,669	\$16,051	\$12,930	6			
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$13,177	\$10,737	\$16,056	\$13,631	24			
ALL BANKS	79	\$12,729	\$10,590	\$15,617	\$12,420	4			

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
109 WORD PROCESSING OPERATOR								
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA						
\$50 TO \$99 MILLION	6	\$15,564	\$12,756	\$18,893	1			
\$100 TO \$249 MILLION	5	\$18,198	\$14,531	\$21,394	1			
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA						
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA						
\$1 BILLION AND OVER	6	\$15,376	\$12,824	\$19,026	4			
ALL BANKS	23	\$16,420	\$13,135	\$19,613	2			
110 BOOKKEEPING MACHINE OPERATOR								
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA						
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA						
\$1 BILLION AND OVER	1	INSUFFICIENT DATA						
ALL BANKS	4	INSUFFICIENT DATA						
111 MAINTENANCE SERVICE WORKER								
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA						
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA						
\$1 BILLION AND OVER	5	\$18,810	\$14,784	\$21,845	2			
ALL BANKS	9	\$16,828	\$13,424	\$19,739	2			
112 CUSTODIAN								
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA						
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA						
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA						
\$1 BILLION AND OVER	2	INSUFFICIENT DATA						
ALL BANKS	7	\$13,273	\$10,035	\$15,172	2			

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN		VRS IN POSITION	EMPLOYEES SUPERVISED
			MINIMUM	MAXIMUM			AGE	LNTH OF SERVICE		
113 MESSENGER										
UNDER \$20 MILLION	2	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	24	\$10,703	\$9,579	\$14,115	\$10,149	2				
\$100 TO \$249 MILLION	13	\$11,121	\$9,274	\$14,133	\$10,906	3				
\$250 TO \$499 MILLION	5	\$10,987	\$9,475	\$13,411	\$11,918	5				
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	6	\$13,068	\$10,768	\$16,127	\$12,996	11				
ALL BANKS	61	\$11,165	\$9,598	\$14,036	\$10,788	3				
114 SECURITY GUARD										
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	5	\$13,993	\$11,720	\$17,486	\$14,117	4				
201 SAFE DEPOSIT CLERK										
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	11	\$12,310	\$10,424	\$15,101	\$12,600	1				
\$100 TO \$249 MILLION	8	\$12,910	\$10,627	\$15,336	\$12,285	3				
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	5	\$13,345	\$10,358	\$15,328	\$13,356	14				
ALL BANKS	36	\$12,475	\$10,265	\$14,937	\$12,314	4				
202 RECEPTIONIST										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	13	\$11,751	\$11,136	\$16,152	\$11,969	1				
\$100 TO \$249 MILLION	6	\$12,142	\$10,642	\$15,882	\$12,200	2				
\$250 TO \$499 MILLION	5	\$14,759	\$11,749	\$17,912	\$15,975	3				
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	5	\$11,802	\$10,745	\$15,770	\$12,090	2				
ALL BANKS	42	\$12,276	\$10,991	\$15,810	\$12,015	2				

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	MEAN AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
203 NEW ACCOUNTS REPRESENTATIVE									
UNDER \$20 MILLION	12	\$14,407	\$11,380	\$16,509	\$14,700				1
\$20 TO \$29 MILLION	8	\$14,844	\$12,567	\$18,217	\$14,670				2
\$30 TO \$39 MILLION	8	\$14,342	\$11,925	\$16,780	\$14,250				2
\$40 TO \$49 MILLION	5	\$14,407	\$12,525	\$17,700	\$15,000				3
\$50 TO \$99 MILLION	32	\$14,645	\$11,943	\$18,042	\$14,640				4
\$100 TO \$249 MILLION	13	\$14,189	\$11,301	\$18,005	\$13,458				6
\$250 TO \$499 MILLION	7	\$15,217	\$11,419	\$17,652	\$14,066				12
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	7	\$13,697	\$11,667	\$17,225	\$14,094				45
ALL BANKS	96	\$14,463	\$11,755	\$17,608	\$14,381				8
204 TELEPHONE OPERATOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	16	\$11,820	\$10,179	\$14,286	\$11,418				1
\$100 TO \$249 MILLION	9	\$12,658	\$10,230	\$14,695	\$12,960				2
\$250 TO \$499 MILLION	6	\$12,771	\$10,504	\$15,354	\$12,743				2
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$12,709	\$10,733	\$15,631	\$12,044				3
ALL BANKS	49	\$12,233	\$10,055	\$14,419	\$12,157				2
205 SECRETARY									
UNDER \$20 MILLION	8	\$16,008	\$12,120	\$18,200	\$15,915				1
\$20 TO \$29 MILLION	5	\$16,747	\$13,170	\$18,900	\$16,800				2
\$30 TO \$39 MILLION	9	\$16,527	\$11,870	\$17,948	\$16,500				1
\$40 TO \$49 MILLION	3	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	30	\$16,082	\$12,891	\$19,385	\$15,500				4
\$100 TO \$249 MILLION	11	\$15,793	\$12,133	\$18,911	\$15,939				9
\$250 TO \$499 MILLION	7	\$15,975	\$12,836	\$19,034	\$15,975				8
\$500 TO \$999 MILLION	5	\$14,369	\$12,175	\$18,770	\$13,860				16
\$1 BILLION AND OVER	7	\$14,357	\$12,252	\$18,117	\$14,280				30
ALL BANKS	85	\$15,892	\$12,643	\$18,862	\$15,604				7
206 EXECUTIVE SECRETARY									
UNDER \$20 MILLION	9	\$19,067	\$16,114	\$22,671	\$19,950				1
\$20 TO \$29 MILLION	8	\$22,350	\$16,700	\$25,083	\$22,440				1
\$30 TO \$39 MILLION	8	\$18,243	\$14,800	\$22,786	\$17,202				2
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	24	\$19,799	\$15,680	\$24,295	\$20,400				2
\$100 TO \$249 MILLION	13	\$20,459	\$15,055	\$22,330	\$20,040				2
\$250 TO \$499 MILLION	6	\$22,852	\$16,697	\$25,259	\$21,489				3
\$500 TO \$999 MILLION	5	\$18,533	\$14,659	\$22,759	\$18,904				7
\$1 BILLION AND OVER	7	\$21,595	\$15,770	\$24,053	\$20,718				5
ALL BANKS	84	\$20,326	\$15,627	\$23,601	\$20,100				2

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
207 LEGAL SECRETARY									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	11	\$17,185	\$13,682	\$20,478	\$16,200	4			
208 UNIVERSAL TELLER									
UNDER \$20 MILLION	12	\$12,635	\$10,193	\$14,822	\$11,085	4			
\$20 TO \$29 MILLION	7	\$12,259	\$10,620	\$15,105	\$13,000	5			
\$30 TO \$39 MILLION	8	\$12,476	\$10,397	\$14,893	\$12,015	7			
\$40 TO \$49 MILLION	5	\$12,103	\$10,575	\$15,500	\$12,204	7			
\$50 TO \$99 MILLION	29	\$12,373	\$10,673	\$15,959	\$12,000	16			
\$100 TO \$249 MILLION	12	\$12,235	\$10,187	\$15,912	\$12,108	39			
\$250 TO \$499 MILLION	7	\$13,232	\$10,581	\$16,488	\$11,784	38			
\$500 TO \$999 MILLION	5	\$11,328	\$10,188	\$15,845	\$11,214	62			
\$1 BILLION AND OVER	7	\$11,712	\$10,665	\$15,740	\$11,793	166			
ALL BANKS	92	\$12,333	\$10,479	\$15,684	\$11,967	31			
209 HEAD TELLER									
UNDER \$20 MILLION	7	\$14,714	\$11,950	\$16,750	\$15,600	1			
\$20 TO \$29 MILLION	8	\$13,572	\$11,492	\$16,588	\$13,350	1			
\$30 TO \$39 MILLION	6	\$15,665	\$12,636	\$18,564	\$16,320	2			
\$40 TO \$49 MILLION	5	\$14,989	\$13,350	\$20,100	\$15,300	2			
\$50 TO \$99 MILLION	23	\$15,811	\$13,207	\$19,262	\$14,888	3			
\$100 TO \$249 MILLION	8	\$15,664	\$13,136	\$20,057	\$14,106	8			
\$250 TO \$499 MILLION	5	\$15,769	\$12,369	\$20,368	\$13,933	8			
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	70	\$15,456	\$12,968	\$19,337	\$14,775	5			
301 SR COMMERCIAL LOAN OFFICER									
UNDER \$20 MILLION	9	\$50,696	\$44,649	\$61,527	\$50,000	1	46	5	2
\$20 TO \$29 MILLION	5	\$47,924	\$35,600	\$48,500	\$50,000 *	1	47	10	2
\$30 TO \$39 MILLION	5	\$44,360	\$36,000	\$66,000	\$46,000	1	41	7	9
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							5
\$50 TO \$99 MILLION	21	\$48,544	\$37,053	\$60,460	\$46,250	2	45	6	3
\$100 TO \$249 MILLION	8	\$53,738 *	\$33,823	\$50,481	\$48,243	2	45	4	4
\$250 TO \$499 MILLION	5	\$50,688	\$33,932	\$55,072	\$49,446	2	46	8	6
\$500 TO \$999 MILLION	5	\$49,186	\$32,534	\$54,729	\$42,300	2	46	15	2
\$1 BILLION AND OVER	6	\$47,430	\$34,959	\$56,172	\$46,410	8	41	6	1
ALL BANKS	68	\$49,517	\$36,134	\$57,227	\$47,220	2	45	6	3

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
302 COMMERCIAL LOAN OFFICER									
UNDER \$20 MILLION	6	\$31,850	\$20,650 \$36,800	\$30,500	1	38	6	2	1
\$20 TO \$29 MILLION	5	\$39,322 *	\$27,700 \$37,500	\$35,000	1	47	2	6	3
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	5	\$31,370	\$25,900 \$38,700	\$31,238	2	34	3	2	1
\$50 TO \$99 MILLION	24	\$32,315	\$26,704 \$40,264	\$33,170	2	39	4	2	3
\$100 TO \$249 MILLION	9	\$34,129	\$26,485 \$39,607	\$34,033	2	41	5	2	3
\$250 TO \$499 MILLION	5	\$40,151	\$32,237 \$52,708	\$36,800	4	37	4	4	2
\$500 TO \$999 MILLION	5	\$26,597	\$21,678 \$35,020	\$28,620	6	37	4	2	
\$1 BILLION AND OVER	6	\$29,714	\$24,226 \$38,188	\$28,802	12	37	8	5	2
ALL BANKS	68	\$32,955	\$25,795 \$39,828	\$32,340	3	39	4	3	2
303 SR CONSUMER LOAN OFFICER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$31,379	\$24,069 \$37,819	\$25,644	7	42	11	3	
ALL BANKS	18	\$29,955	\$21,605 \$34,244	\$28,150	4	39	8	4	2
304 CONSUMER LOAN OFFICER									
UNDER \$20 MILLION	4	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	19	\$24,007	\$20,149 \$30,406	\$24,000	2	36	7	3	2
\$100 TO \$249 MILLION	9	\$25,613	\$22,544 \$32,873	\$23,700	4	38	5	4	3
\$250 TO \$499 MILLION	6	\$21,701	\$19,755 \$31,214	\$21,720	4	38	6	4	1
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	6	\$23,754	\$19,373 \$30,122	\$23,318	6	37	8	2	
ALL BANKS	55	\$23,859	\$19,523 \$29,743	\$23,137	3	36	6	3	2
305 SR MORTGAGE LOAN OFFICER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	11	\$48,417	\$42,171 \$64,537	\$50,150	1	44	3	2	5
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$37,071	\$28,650 \$44,542	\$40,020	1	38	7	2	2
ALL BANKS	26	\$42,037	\$33,490 \$52,263	\$43,500	1	43	6	3	7

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES. ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
306 MORTGAGE LOAN OFFICER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	11	\$29,173	\$22,638 \$35,850	\$27,700	1	35	3	2	2
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	26	\$29,624	\$22,939 \$37,933	\$29,640	2	35	4	2	2
307 TRUST ACCOUNT ADMINISTRATOR									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	7	\$31,369	\$25,409 \$39,033	\$28,680	3	41	13	1	1
ALL BANKS	15	\$30,678	\$23,842 \$37,336	\$28,224	2	40	8	3	1
308 CORPORATE TRUST OFFICER									
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$38,307	\$28,774 \$46,849	\$40,000	1	44	5	1	8
ALL BANKS	10	\$40,064	\$28,049 \$44,670	\$39,998	1	44	8	4	6
309 PERSONAL TRUST OFFICER									
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	6	\$33,288	\$28,422 \$44,534	\$28,965	1	40	13		15
ALL BANKS	11	\$32,268	\$26,406 \$41,126	\$29,400	1	47	8	4	8

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
310 STAFF ATTORNEY									
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	6	\$36,365	\$27,644 \$40,981	\$35,550	2	36	4	4	1
311 INTERNAL AUDITOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	12	\$24,899	\$20,431 \$31,104	\$23,859	1	41	6	2	1
\$100 TO \$249 MILLION	9	\$27,480	\$20,668 \$32,165	\$27,000	1	34	5	4	2
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	5	\$23,056	\$18,524 \$29,001	\$23,866	3	36	4	2	
\$1 BILLION AND OVER	7	\$29,636	\$24,472 \$37,597	\$26,490	3	36	9	5	1
ALL BANKS	42	\$25,881	\$21,434 \$33,191	\$25,858	2	38	5	3	2
312 LOAN REVIEW OFFICER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	10	\$30,897	\$23,070 \$36,648	\$28,500	1	42	3	2	3
\$100 TO \$249 MILLION	5	\$43,094		\$39,400	1	48	5	5	6
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	6	\$31,519	\$28,838 \$46,194	\$32,864	2	33	7	1	4
ALL BANKS	29	\$34,350	\$26,178 \$41,587	\$33,025	1	42	5	3	3
313 BUSINESS DEVELOPMENT OFFICER									
UNDER \$20 MILLION	2	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$35,965	\$30,006 \$47,808	\$35,000	2	47	7	4	2
\$100 TO \$249 MILLION	5	\$33,112	\$22,363 \$33,734	\$28,000	2	43	5	2	3
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	27	\$31,851	\$24,769 \$38,823	\$28,037	2	47	7	3	2

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
314 SYSTEMS ANALYST									
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	10	\$29,636	\$23,557	\$37,629	\$28,959	2	33	6	2
315 SR COMPUTER PROGRAMMER									
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$29,804	\$23,469	\$34,895	\$28,128	4	35	5	11
ALL BANKS	10	\$29,762	\$23,347	\$36,513	\$28,009	3	38	5	11
316 COMPUTER PROGRAMMER									
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	5	\$25,121	\$20,310	\$31,277	\$23,180	1	37	3	2
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							3
\$1 BILLION AND OVER	5	\$24,631	\$19,399	\$29,713	\$24,300	8	31	3	4
ALL BANKS	14	\$23,821	\$19,353	\$30,117	\$23,152	3	32	3	2
317 SR COMPUTER OPERATOR									
\$50 TO \$99 MILLION	7	\$15,192	\$12,492	\$19,281	\$15,000	1	28	4	2
\$100 TO \$249 MILLION	5	\$18,227	\$15,465	\$25,560	\$18,000	1	32	5	3
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							4
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	6	\$23,410	\$18,976	\$28,921	\$22,278	4	37	6	3
ALL BANKS	22	\$19,079	\$15,558	\$24,147	\$18,720	2	31	5	3

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
318 COMPUTER OPERATOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$14,225	\$12,041	\$17,955	2	28	3	2	
\$100 TO \$249 MILLION	6	\$15,585	\$13,334	\$19,846	3	31	4	3	2
\$250 TO \$499 MILLION	6	\$16,154	\$12,604	\$19,250	3	29	3	2	
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	6	\$16,190	\$14,366	\$21,462	5	28	4	1	4
ALL BANKS	31	\$15,288	\$13,172	\$19,598	3	29	3	2	2
319 STAFF APPRAISER									
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$28,126	\$21,661	\$33,872	1	45	11	1	2
ALL BANKS	13	\$27,320	\$21,910	\$33,358	1	47	8	5	2
320 CONSUMER LOAN COLLECTOR									
\$50 TO \$99 MILLION	8	\$19,548	\$15,057	\$22,800	1	41	5	1	1
\$100 TO \$249 MILLION	6	\$17,803	\$13,052	\$20,335	2	36	4	3	2
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$16,703	\$15,613	\$23,630	8	38	5	5	1
ALL BANKS	25	\$19,360	\$15,763	\$24,198	3	39	6	3	2
321 PERSONNEL ASSISTANT									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$18,735	\$14,768	\$21,449	1	33	6	3	2
\$100 TO \$249 MILLION	10	\$18,451	\$14,428	\$23,987	1	40	4	2	1
\$250 TO \$499 MILLION	7	\$19,901	\$16,216	\$24,344	1	32	5	3	1
\$500 TO \$999 MILLION	5	\$18,806	\$14,371	\$22,963	2	26	4	4	4
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	36	\$18,370	\$14,601	\$22,612	1	33	4	3	2

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
322 EMPLOYMENT INTERVIEWER									
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	6	\$22,242	\$17,931	\$27,747					
ALL BANKS	9	\$22,195	\$18,273	\$28,313	2	33	9	5	2
				\$21,042	2	34	5	3	2
323 ASST BRANCH MANAGER(LARGE +31)									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	6	\$35,823	\$28,917	\$45,593					
ALL BANKS	16	\$36,414	\$30,221	\$46,199	5	46	13	3	35
				\$33,610	3	44	12	3	23
324 ASST BRANCH MANAGER(MED 10-30)									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	11	\$25,279	\$20,107	\$29,430					
\$100 TO \$249 MILLION	5	\$25,022	\$19,276	\$31,291	2	45	8	4	14
\$250 TO \$499 MILLION	5	\$29,617	\$22,670	\$40,507	3	39	8	2	40
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA		\$30,500	3	40	8	3	13
\$1 BILLION AND OVER	7	\$31,679	\$22,996	\$35,549					
ALL BANKS	35	\$27,674	\$21,495	\$33,826	5	47	15	2	14
				\$26,780	3	42	8	3	18
325 ASST BRANCH MANAGER(SMALL 10)									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$22,389	\$19,039	\$28,911					
\$100 TO \$249 MILLION	5	\$22,200	\$17,355	\$26,250	1	31	6	1	5
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA		\$22,500	2	42	9	3	6
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	3	INSUFFICIENT DATA							
ALL BANKS	24	\$22,670	\$18,436	\$30,425	3	34	7	2	6
				\$22,425					

GEOGRAPHIC REGION X RESULTS -- 1985

	NC. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
326 ACCOUNTANT									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	7	\$21,909	\$20,082 \$28,030	\$22,400	1	37	3	2	1
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	5	\$24,544	\$20,306 \$33,428	\$24,468	1	32	5	1	2
\$1 BILLION AND OVER	7	\$24,037	\$20,406 \$31,460	\$22,122	3	36	10	5	4
ALL BANKS	27	\$24,525	\$21,031 \$32,195	\$24,468	2	34	5	3	3
327 OFFICER TRAINEE (B.A.)									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	5	\$17,180	\$15,180 \$22,788	\$17,124	16	24	4		5
ALL BANKS	16	\$17,414	\$15,205 \$21,538	\$16,812	6	25	1	1	3
328 OFFICER TRAINEE (M.A.)									
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA							
ALL BANKS	1	INSUFFICIENT DATA							
329 ADVERTISING OFFICER									
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	6	\$27,825	\$23,104 \$35,652	\$25,500	2	34	10	4	2
ALL BANKS	14	\$25,967	\$20,458 \$31,704	\$25,500	1	36	5	2	2

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
330 NEW ACCOUNTS OFFICER									
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$21,710	\$17,768 \$28,982	\$19,800	1	41	4	2	2
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	17	\$21,339	\$16,838 \$26,404	\$20,336	3	41	5	3	3
401 CHIEF EXECUTIVE OFFICER									
UNDER \$20 MILLION	13	\$65,821	\$55,890 \$99,735	\$68,000	1	47	3	2	11
\$20 TO \$29 MILLION	8	\$64,437	\$45,000 \$100,000	\$65,400	1	54	7	5	21
\$30 TO \$39 MILLION	9	\$72,233		\$75,000	1	51	3	3	23
\$40 TO \$49 MILLION	5	\$92,089	\$66,400 \$99,000	\$88,445	1	49	5	5	36
\$50 TO \$99 MILLION	31	\$88,044	\$61,765 \$114,232	\$85,000	1	50	11	9	31
\$100 TO \$249 MILLION	13	\$110,414	\$76,250 \$135,667	\$111,569	1	52	11	6	157
\$250 TO \$499 MILLION	7	\$131,277	\$105,930 \$162,184	\$108,600	1	59	25	12	161
\$500 TO \$999 MILLION	5	\$144,597	\$97,508 \$171,827	\$125,000	1	51	13	6	600
\$1 BILLION AND OVER	7	\$235,629	\$174,632 \$278,029	\$175,000	1	54	23	6	1487
ALL BANKS	98	\$101,544	\$79,143 \$138,866	\$85,000	1	51	10	6	161
402 CHIEF ADMINISTRATIVE OFFICER									
UNDER \$20 MILLION	3	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	4	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	24	\$55,217	\$46,950 \$90,287	\$58,850	1	45	8	5	26
\$100 TO \$249 MILLION	11	\$72,699 *	\$40,545 \$71,272	\$69,500	1	49	7	3	117
\$250 TO \$499 MILLION	6	\$125,566	\$95,930 \$140,554	\$127,276	1	52	13	7	132
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	7	\$136,254	\$119,429 \$189,392	\$135,000	1	44	17	1	615
ALL BANKS	63	\$74,545	\$61,701 \$107,300	\$60,268 *	1	46	8	4	108
403 CHIEF FINANCIAL OFFICER									
UNDER \$20 MILLION	10	\$46,320 *	\$27,433 \$39,000	\$46,000 *	1	43	5	2	10
\$20 TO \$29 MILLION	3	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	6	\$43,321	\$36,000 \$66,000	\$46,313	1	40	5	2	19
\$40 TO \$49 MILLION	4	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	20	\$49,611	\$43,891 \$70,899	\$51,263	1	44	4	4	9
\$100 TO \$249 MILLION	8	\$54,090	\$50,685 \$88,773	\$57,500	1	39	7	4	120
\$250 TO \$499 MILLION	7	\$77,143 *	\$41,576 \$70,509	\$66,000	1	52	12	8	41
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	6	\$103,689	\$82,917 \$129,912	\$95,070	1	46	10	1	53
ALL BANKS	68	\$58,203	\$47,190 \$77,262	\$54,110	1	44	6	4	35

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
404 SR OPERATIONS OFFICER										
UNDER \$20 MILLION	3	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	2	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	25	\$35,539	\$30,694	\$45,855	\$34,400	1	38	6	3	16
\$100 TO \$249 MILLION	8	\$38,857	\$27,761	\$43,175	\$36,560	1	39	10	2	65
\$250 TO \$499 MILLION	7	\$52,739	\$48,225	\$73,746	\$50,000	1	43	9	3	38
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	6	\$65,449	\$47,810	\$76,535	\$69,250	1	54	22	6	90
ALL BANKS	59	\$40,543	\$36,466	\$54,751	\$36,000 *	1	39	8	3	33
405 OPERATIONS OFFICER										
UNDER \$20 MILLION	10	\$22,584	\$18,930	\$27,763	\$21,900	1	36	4	2	7
\$20 TO \$29 MILLION	8	\$24,359	\$21,850	\$32,575	\$24,000	1	38	3	3	10
\$30 TO \$39 MILLION	8	\$21,756	\$18,000	\$26,010	\$20,300	1	39	3	2	12
\$40 TO \$49 MILLION	5	\$22,159	\$18,900	\$31,400	\$20,660	2	27	3	1	10
\$50 TO \$99 MILLION	28	\$24,090	\$20,929	\$32,921	\$23,504	3	37	5	3	11
\$100 TO \$249 MILLION	9	\$26,057	\$17,620	\$29,303	\$22,264	7	35	7	3	49
\$250 TO \$499 MILLION	6	\$32,982	\$32,237	\$52,708	\$27,790 *	3	40	9	5	27
\$500 TO \$999 MILLION	5	\$25,466	\$20,955	\$31,912	\$24,300	5	40	13	2	24
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	83	\$25,520	\$21,894	\$34,338	\$23,352	3	37	6	3	19
406 PERSONNEL OFFICER/DIRECTOR										
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	19	\$29,571	\$23,557	\$37,252	\$29,000	1	41	7	3	13
\$100 TO \$249 MILLION	12	\$36,222	\$26,476	\$39,328	\$34,650	1	51	10	4	32
\$250 TO \$499 MILLION	6	\$39,711	\$33,260	\$53,220	\$37,218	1	49	6	5	3
\$500 TO \$999 MILLION	5	\$45,442	\$31,526	\$48,811	\$49,790 *	1	42	8	2	45
\$1 BILLION AND OVER	6	\$61,033	\$41,451	\$67,751	\$66,502	1	51	9	7	40
ALL BANKS	54	\$37,489	\$28,810	\$45,320	\$33,410	1	45	8	3	22
407 MARKETING OFFICER										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	12	\$31,728	\$26,791	\$42,518	\$29,750	1	42	4	2	2
\$100 TO \$249 MILLION	6	\$43,061			\$46,783	1	45	6	2	1
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	6	\$57,172	\$40,690	\$66,494	\$55,750	1	44	4	4	16
ALL BANKS	37	\$40,041	\$32,878	\$52,307	\$36,000	1	42	5	3	6

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

RESULTS -- 1985

[illegible]

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
412 BRANCH MANAGER (MEDIUM 10-30)									
\$30 TO \$39 MILLION	4	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	22	\$40,240	\$30,800 \$48,140	\$41,438	2	41	6	4	12
\$100 TO \$249 MILLION	11	\$34,230	\$23,337 \$38,889	\$32,345	5	42	7	4	36
\$250 TO \$499 MILLION	6	\$44,008	\$33,569 \$58,352	\$46,320	6	48	8	6	19
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	7	\$36,593	\$28,608 \$44,626	\$36,876	19	44	12	3	14
ALL BANKS	55	\$37,995	\$28,832 \$45,754	\$36,597	6	42	7	4	18
413 BRANCH MANAGER (SMALL 10)									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	2	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	14	\$32,886	\$27,932 \$43,396	\$30,674	3	40	5	2	7
\$100 TO \$249 MILLION	9	\$30,913	\$23,640 \$39,436	\$33,600	3	43	7	3	10
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	6	\$29,438	\$24,431 \$37,707	\$30,123	9	45	14	2	8
ALL BANKS	43	\$32,000	\$25,557 \$40,539	\$32,169	4	42	6	3	8
414 DATA PROCESSING DIRECTOR									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	8	\$30,668	\$24,070 \$37,650	\$27,060	1	36	4	1	6
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	6	\$74,668	\$51,943 \$79,497	\$73,004	1	40	16	2	78
ALL BANKS	24	\$50,928	\$38,201 \$56,877	\$50,950	1	38	7	3	37
415 COMPUTER CENTER MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	4	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA							
\$1 BILLION AND OVER	6	\$45,259	\$34,193 \$52,553	\$45,924	1	47	6	8	55
ALL BANKS	18	\$41,117	\$34,004 \$50,013	\$39,530	1	39	4	2	31

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
416 SYSTEMS & PROGRAMMING MANAGER										
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	1	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	6	\$55,916	\$39,844	\$62,363	\$56,862	1	43	21	2	22
ALL BANKS	14	\$44,596	\$30,671	\$47,519	\$44,726	1	42	8	2	13
417 DP OPERATIONS SUPERVISOR										
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	3	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	7	\$20,203	\$16,249	\$23,492	\$19,440	1	33	3	2	4
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	6	\$31,514	\$24,936	\$38,264	\$31,360	2	32	7	3	14
ALL BANKS	26	\$24,846	\$20,533	\$31,321	\$24,870	1	33	5	3	9
418 PURCHASING MANAGER										
\$50 TO \$99 MILLION	7	\$19,812	\$15,348	\$22,716	\$18,000	1	38	5	3	2
\$100 TO \$249 MILLION	6	\$23,435	\$16,237	\$27,343	\$26,880	1	42	8	5	3
\$250 TO \$499 MILLION	5	\$34,328	\$24,003	\$38,168	\$36,840	1	45	13	8	4
\$500 TO \$999 MILLION	5	\$25,070	\$21,071	\$33,056	\$23,200	1	45	11	9	4
\$1 BILLION AND OVER	7	\$30,853	\$24,760	\$38,356	\$30,480	1	45	7	6	7
ALL BANKS	30	\$26,409	\$20,331	\$31,864	\$26,880	1	42	9	6	5
419 COMMERCIAL CREDIT DEPT MANAGER										
UNDER \$20 MILLION	3	INSUFFICIENT DATA								
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	3	INSUFFICIENT DATA								
ALL BANKS	15	\$45,739	\$37,271	\$58,609	\$44,196	1	49	6	5	8

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
420 CONSUMER LOAN DEPT MANAGER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA							
\$1 BILLION AND OVER	6	\$44,362	\$32,583	\$51,678	1	42	6	1	14
ALL BANKS	18	\$42,777	\$31,956	\$50,200	1	47	9	3	11
421 MORTGAGE LOAN DEPT MANAGER									
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	10	\$42,428	\$36,120	\$55,471	1	42	4	4	3
\$100 TO \$249 MILLION	5	\$55,573	\$38,500	\$67,500	1	43	7	3	19
\$250 TO \$499 MILLION	4	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	4	INSUFFICIENT DATA							
ALL BANKS	27	\$48,059	\$38,432	\$60,685	1	43	6	3	14
422 COMMERCIAL LOAN DEPT MANAGER									
UNDER \$20 MILLION	1	INSUFFICIENT DATA							
\$20 TO \$29 MILLION	1	INSUFFICIENT DATA							
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA							
\$40 TO \$49 MILLION	2	INSUFFICIENT DATA							
\$50 TO \$99 MILLION	6	\$42,972	\$35,537	\$49,437	1	41	6	3	5
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	6	\$64,981 *	\$42,192	\$64,326	1	44	14	1	15
ALL BANKS	28	\$54,811	\$42,580	\$65,251	1	43	5	3	12
423 SR TRUST OFFICER									
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA							
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA							
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA							
\$1 BILLION AND OVER	6	\$71,696	\$50,109	\$78,139	1	47	12		63
ALL BANKS	18	\$57,120	\$38,333	\$61,835	1	45	7	5	28

* A NUMBER OF BANKS DID NOT REPORT SALARY RANGE FIGURES, ACCORDINGLY THE REPORTED BASE SALARY MEAN/MEDIAN MAY BE ABOVE OR BELOW REPORTED SALARY FIGURES.

GEOGRAPHIC REGION X RESULTS -- 1985

	<u>NO. OF BANKS</u>	<u>MEAN BASE SALARY</u>	<u>MEAN SALARY RANGE</u>		<u>MEDIAN BASE SALARY</u>	<u>NO OF INCUMBENTS</u>	<u>AGE</u>	<u>MEAN LNTH OF SERVICE</u>	<u>YRS IN POSITION</u>	<u>EMPLOYEES SUPERVISED</u>
424 TRUST OPERATIONS MANAGER										
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	6	\$38,055	\$30,590	\$45,320	\$38,352	1	36	14		21
ALL BANKS	17	\$32,484	\$25,550	\$38,689	\$32,200	1	38	9	4	11
425 TELEPHONE SUPERVISOR										
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	1	INSUFFICIENT DATA								
ALL BANKS	3	INSUFFICIENT DATA								
426 COMPENSATION & BENEFITS MGR										
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	7	\$36,963	\$30,626	\$47,127	\$37,320	1	43	11	4	10
427 PAYROLL SUPERVISOR										
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	4	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	14	\$22,265	\$17,520	\$27,204	\$23,328	1	43	10	4	2

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	VRS IN POSITION	EMPLOYEES SUPERVISED
428 INTERNAL AUDIT MANAGER										
\$50 TO \$99 MILLION	5	\$33,478	\$26,347	\$44,800	\$33,300	1	55	7	4	1
\$100 TO \$249 MILLION	5	\$33,734	\$25,080	\$41,260	\$36,710	1	43	6	5	5
\$250 TO \$499 MILLION	5	\$40,854	\$32,649	\$52,606	\$38,832	1	49	10	4	3
\$500 TO \$999 MILLION	5	\$43,548	\$30,242	\$46,275	\$45,000	1	39	3	1	5
\$1 BILLION AND OVER	7	\$50,174	\$36,856	\$56,999	\$47,078	1	48	16	13	12
ALL BANKS	27	\$41,085	\$31,912	\$50,380	\$42,500	1	47	8	4	7
429 SECURITY MANAGER										
\$100 TO \$249 MILLION	5	\$25,034	\$17,097	\$29,670	\$26,400	1	40	5	3	3
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	7	\$41,033	\$28,880	\$44,678	\$37,560	1	48	11	2	12
ALL BANKS	18	\$35,021	\$25,018	\$39,271	\$30,720	1	46	9	4	8
430 CONSUMER LOAN COLLECTION MGR										
\$50 TO \$99 MILLION	5	\$27,243	\$21,675	\$36,450	\$27,606	1	40	4	4	3
\$100 TO \$249 MILLION	2	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	4	INSUFFICIENT DATA								
ALL BANKS	16	\$31,798	\$23,280	\$36,568	\$28,500	1	42	6	4	6
431 TRAINING DIRECTOR										
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	3	INSUFFICIENT DATA								
\$1 BILLION AND OVER	5	\$36,225	\$28,759	\$44,261	\$37,325	1	41	4		8
ALL BANKS	13	\$31,449	\$24,026	\$36,688	\$30,500	1	40	4	3	6

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM		MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
432 EMPLOYMENT MANAGEMENT										
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	1	INSUFFICIENT DATA								
\$1 BILLION AND OVER	7	\$32,229	\$26,453	\$40,885	\$31,000	1	50	6	3	5
ALL BANKS	9	\$32,512	\$26,550	\$40,674	\$31,000	1	43	6	4	5
433 SR BUSINESS DEVELOPMENT OFFICE										
UNDER \$20 MILLION	1	INSUFFICIENT DATA								
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$40 TO \$49 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	3	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	1	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	2	INSUFFICIENT DATA								
ALL BANKS	14	\$50,674	\$38,263	\$61,279	\$49,000	1	44	4	3	9
434 SR INTERNATIONAL BANKING OFFIC										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	2	INSUFFICIENT DATA								
\$1 BILLION AND OVER	6	\$58,421	\$40,831	\$65,003	\$64,250	1	49	19	2	21
ALL BANKS	12	\$51,103	\$36,680	\$58,427	\$46,955	1	50	9	3	14
435 SR INVESTMENT OFFICER										
\$30 TO \$39 MILLION	1	INSUFFICIENT DATA								
\$50 TO \$99 MILLION	2	INSUFFICIENT DATA								
\$100 TO \$249 MILLION	3	INSUFFICIENT DATA								
\$250 TO \$499 MILLION	3	INSUFFICIENT DATA								
\$500 TO \$999 MILLION	4	INSUFFICIENT DATA								
\$1 BILLION AND OVER	7	\$60,211	\$42,636	\$67,634	\$60,000	1	42	18	6	21
ALL BANKS	20	\$51,045	\$34,938	\$56,352	\$52,902	1	41	9	5	9

GEOGRAPHIC REGION X RESULTS -- 1985

	NO. OF BANKS OFFIC	MEAN BASE SALARY	MEAN SALARY RANGE MINIMUM MAXIMUM	MEDIAN BASE SALARY	NO OF INCUMBENTS	AGE	MEAN LNTH OF SERVICE	YRS IN POSITION	EMPLOYEES SUPERVISED
436 SR CORRESPONDENT BANKING									
\$50 TO \$99 MILLION	1	INSUFFICIENT DATA							
\$250 TO \$499 MILLION	2	INSUFFICIENT DATA							
\$1 BILLION AND OVER	2	INSUFFICIENT DATA							
ALL BANKS	5	\$48,924	\$33,840 \$56,160	\$52,800	1	43	17	4	3

Human Resources Commission
1985-86

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